

THE

VOLUME 61 • NUMBER 10 • DECEMBER 2002

OSHAWORKER

THE NEWSLETTER OF CANADIAN AUTOWORKERS LOCAL 222

Season's Greetings



MIKE
SHIELDS



TERRY
SPENCE



JIM
HOY



WAYNE
MURPHY



GARRY
MURPHY



PAUL
GOGGAN



CHARLIE
PEEL



CHRIS
BUCKLEY



DIANE
CUNNINGHAM



AL
O'NEILL



MIKE
MCPHEE



JOHN
SINCLAIR



SHANE
LUXTON



DEB
WEATHERBY



TIM
THOMPSON

ED
OCHEJ

RON
BOIVIN

from your **CAW Local 222 Executive Board**

CAW  TCA
LOCAL 222

INSIDE THIS ISSUE...

Win Shania's new CD..... pg. 2
Unit Chairpersons pg. 9
Retirees pg. 12

Skilled Trades..... pg. 16
Sports Results..... pg. 34
Classifieds..... pg. 41

Time Of Year To Support United Way

December 6th is the nationally-recognized day of commemoration and action to end violence against women. This year marks the 13th anniversary of the 1989 Montréal massacre of 14 young women, most engineering students, at the Polytechnique. Each year there is increasing awareness of the scope of this urgent social problem. However, despite education campaigns, the epidemic of violence against women continues across our country.

Our Union is at the forefront in speaking up and out on the issue of ending violence against women. We have put this issue at the bargaining table and negotiated anti-harassment training, women's advocates and language which protects women from discipline when facing violence or abuse in their personal lives.

In July of 2000, the National Executive Board adopted a statement which challenges the government to go beyond a law and order agenda, and address the root cause of the problem by addressing the position of women in our society, and provide women with

options which make violence against women a community responsibility.

Last year the CAW embarked on a renewed campaign to again raise the issue of violence against women. In a ceremony at the Port Elgin family Education Centre, in remembrance of the 14 women killed in 1989 in Montréal, we dedicated a bronze sculpture along with an eternal flame to serve as a reminder to all who visit the Centre of this horrific event, and to perpetuate our Union's ongoing commitment to end violence in our homes, in our communities and in our workplaces.

I invite all members, especially men as we are the key to actually ending violence against women, to come to the Union Hall on Friday, December 6th at 6 p.m. to participate in the National Day of Commemoration and Action to end violence against women.

Lear Contract

At our Lear unit we recently settled their collective agreement. I wish to congratulate Shane Luxton and his bargaining committee

PRESIDENT'S REPORT



BY
Mike Shields

for their hard work and commitment to the future needs of our membership.

United Way

The CAW has long been a strong supporter of the United Way. This locally-based fundraising campaign provides vital assistance to many area agencies. I strongly urge all of our members to continue donating as our volunteer canvassers come through the plants. We will keep fighting the right-wing government agenda that makes a group like the United Way necessary, but in the meantime we have to do our best to look after the less fortunate in our communities.

In closing, I would like to take this opportunity to wish all members of Local 222 and their families a very Merry Christmas, and a happy and safe New Year. 🍁

Who wants to win a copy of Shania Twain's new CD?



Buy it now!

Ten lucky winners will each receive a copy of Shania Twain's new CD titled **UP!**

Her new CD contains 19 new songs including the hit single "I'm Gonna Getcha Good."

UP! is Shania's first CD since her record-setting 1997 album **Come On Over**, which sold over 34 million copies worldwide and is the biggest selling album ever by a female artist.



This contest is open to all members in good standing of CAW Local 222, active and retired. Deadline is noon on December 17, 2002.

One entry per member, please.

Draw will take place on December 17, 2002 at 1:00 p.m. in the Union Hall lobby.

Winners will be notified by phone. Good Luck!

Shania Twain UP! Contest

Name _____

Phone Numbers _____

Unit _____

Clip out this ticket and deposit in the box at the Union Hall.

Supplier Conference Shows ACSYS's True Depth

Recently ACSYS had their first annual suppliers conference. The 80-plus suppliers who represent all that it takes in materials, etc., to make what we make joined together in this one-day session.

It was very interesting. Vehicles were parked in the front corridor, with the associated parts we supply to make these vehicles beside each one: Monte Carlo, Cavalier, Sunfire, Silverado, GMC, S-truck and Blazer, Regal, Century, Malibu, Grand Prix and Impala. This was not only found to be impressive but very interesting to everyone concerned. A lot of people don't realize just how many different parts we do make in the plant and for so many different cars and trucks, as well as what they look like after assembled and on the vehicles.

I think we have to give them full marks for their effort on this one and hopefully next year they will expand this to more than just the people working in the plant and the suppliers.

We have 607 finished parts and 571 different SPO part numbers for the vehicles and customers we supply to, and that's just at this point in time.

Transfer Movement Within The Plant

Ongoing movement within the plant is definitely a good thing to see. Permanent transfers have been honoured in mostly all departments across the plant. The new work brought in being the contributing factor has allowed very large numbers of people to

move to new job assignments. A number of people on loan from Department 31 paint have chosen to stay in the plastics and stamping areas on a permanent basis.

With the new paint shop now switched over and running, which along with the further new work for Department 31 sub-assembly and sequencing, and the return of masking requirements for certain fascias, will make that area also a going concern.

The seven-day 24/hour requirements in certain areas of the plant have raised a lot of interest from all of you. The concept of a week-end worker has had very good response in dealing with the plant and customer requirements. This, along with our adamant position stating absolutely "no" to a continental shift arrangement, was also well received. We have no intention of asking the membership to change any understanding to our collective agreement in this regard. We have a good agreement and we will continue to work under the terms of the agreement related to this issue.

Christmas Period Fast Approaching

Time moves on very quickly and the Christmas period is fast approaching once again. On behalf of the entire committee we wish you and your families a safe and happy holidays period.

Fundraiser In Memory Of Christine Thompson

On December 5 the annual fundraising that was originally started by our own

ACSYS TECHNOLOGIES PLANT CHAIRPERSON AND FIRST VICE-PRESIDENT'S REPORT



BY

**Wayne
Murphy**

Christine Thompson to sponsor different families at Christmas time will continue. The fundraising activities will be dedicated in memory of Christine. Your continued generosity in this effort as in the past will be much appreciated.

This goes along with a raffle for a 53" Sony TV, which was donated by CAW Local 1136 and Local 222 with all proceeds going to the Durham Children's Aid Society adopt-a-family program.

Thank you for your support, and all the very best in the new year.

Unit Meeting

Our next ACSYS unit meeting will be on Monday, January 13, 2003 at 4:30 p.m. at our Local Union Hall. Please plan to attend. Your participation makes for a much better information meeting.

As always, with any issues or concerns please don't hesitate to call me at office 905-433-3343 or pager 905-439-3343. 🍁

CAW TCA LOCAL 222

is an amalgamated Local made up of the following units:

General Motors
ACSYS Technologies
TDS Automotive
Lear Corporation
A.G. Simpson
PPG
Woodbridge Foam
Columbus McKinnon
Oshawa Transit
St. Marys Cement
Center Manufacturing
AVPEX International
Whitby Transit
Cliff Mills Motors
Kerr Industries
U.S. Filter
Johnson Controls Inc.

CAW LOCAL 222 EXECUTIVE BOARD

President Mike Shields	Second Vice President Jim Hoy	Guide Mike McPhee	Board Member At Large (Balance of Local) Tim Thompson
Financial Secretary Terry Spence	Sergeant-At-Arms Al O'Neill	Board Members At Large Deb Weatherby (PPG)	Female Board Member At Large Diane Cunningham
Recording Secretary Garry Murphy	Trustees Charlie Peel Paul Goggan Chris Buckley	Shane Luxton (Lear Corporation)	Retirees' Representative John Sinclair
First Vice President Wayne Murphy		Ed Ochej (A.G. Simpson) Ron Boivin (TDS Automotive)	

Editor
Joe Sarnovsky

Editorial Board
• Mike Shields • Terry Spence • Garry Murphy •

To the readers: The views and opinions expressed by various writers are their own and not necessarily those of the Editor nor of the Administration of Local 222. Unsigned material will not be printed. Please sign your Letters To The Editor and include your printed name, address and phone number. **The Oshaworker** reserves the right to edit material submitted.

The Oshaworker is published by Local 222 of the National Automobile, Aerospace, Transportation and General Workers Union of Canada, 1425 Phillip Murray Avenue, Oshawa, Ontario. L1J 8L4

905-723-1187 1-800-465-5458 — Fax 905-436-9515.

Local 222's e-mail address is: local222@direct.com

Local 222's web site is at: www.cawlocal222.com



Production by
Thistle Printing Ltd.

Union Rings Good Way To Show Your Pride

I'd like to take this time to wish each member and their families a Merry Christmas and a happy and safe holiday.

Just a reminder about the Solidarity Salmon sales and the sale of CAW rings here at the Union Hall. Baron's will be here on Thursday, December 12 from 8:00 a.m. to 4:30 p.m.. Rings come in a wide range of styles and prices and are a good way to show your pride in our Union. The salmon is \$15 each and can be ordered by calling Marlene at 905-723-1187.

On a sad note, especially at this time of year, I regret to inform you that our Columbus McKinnon unit (owned by Americans) in Cobourg has announced they're downsizing, so that our membership is dropping from 70 to 11 people, mostly warehouse staff. The

work is going to Tennessee and Mexico. Plant chairperson Peter Downes has been keeping us well informed and we thank him for everything he's done for the membership.

Congratulations are in order as our President, Mike Shields, was honoured with a Queen's Golden Jubilee Award on November 17 for his outstanding contribution to the community. 🍁

FINANCIAL SECRETARY'S REPORT



BY
Terry Spence

CAW Local 222 President Receives Queen's Golden Jubilee Award



An elite group of community leaders, including our own President Mike Shields, was awarded the Queen's Golden Jubilee Medal on November 17. During the formal ceremonies, Mike was presented with the medal by Brigadier-General Don Halikowski and Oshawa MP Ivan Grose. Congratulating him after the formal portion of the afternoon were his wife Donna and Oshawa Mayor Nancy Diamond.

photos by Eileen Corbet



CAW Local 222 Financial Report

Covering the Month of October, 2002

Total Receipts	\$1,119,527.77
Total Expense	<u>1,117,431.92</u>
Surplus (Deficit)	\$ 2,095.85

CAW Local 222: Balance Sheet As At October 31, 2002

ASSETS

CURRENT ASSETS

Cash	341,436.38
Bank	<u>338,271.09</u>
Total Bank	338,271.09
Deposit — AWCU	37,640.17
Due from Dental Centre	91,144.25
Mortgage Receivable	-4,848.61
Dominion of Canada Bonds	12,000.00
Short Term Investments	772,185.48
TOTAL CURRENT ASSETS	<u>1,587,828.76</u>

Fixed Assets

Land	615,195.00
Buildings	2,829,533.00
Equipment	92,627.61
Total: Fixed Assets	<u>3,537,355.61</u>

TOTAL ASSETS	<u>5,125,184.37</u>
---------------------------	---------------------

LIABILITIES

CURRENT LIABILITIES

Accrued Liabilities	2,546,652.73
UI Payable	87.47
UI Payable — Lost Time	473.85
CPP Payable	152.16
CPP Payable — Lost Time	625.16
Income Tax Payable	5,538.43
Income Tax Payable — Lost Time	<u>2,595.03</u>
Receiver General Payable	9,472.10
EHT Payable	42,465.04
Union Dues Payable	2,025.88
AWCU	2,467.84
Charitable Deductions	1,908.79
WCB Payable	28,530.41
Due Re: Duplate Council Fund	500.00
Retired Members Fund	39,629.74
TOTAL CURRENT LIABILITIES	<u>2,673,652.53</u>

TOTAL LIABILITIES	<u>2,673,652.53</u>
--------------------------------	---------------------

EQUITY

NET ASSETS

Net Assets	2,712,820.97
Surplus	<u>-261,289.13</u>
TOTAL NET ASSETS	<u>2,451,531.84</u>

TOTAL EQUITY	<u>2,451,531.84</u>
---------------------------	---------------------

LIABILITIES AND EQUITY	<u>5,125,184.37</u>
-------------------------------------	---------------------

CAW Local 222: Income Statement October 1-31, 2002

REVENUE

INCOME

Membership Dues	1,096,415.62
Initiations	120.00
Oshawa Area Skilled Trades	63.78
S.U.B. Receipts	4,308.25
Greenshield Recoveries	1,814.21
Hall Maintenance	2,533.25
Staff Wage Recoveries	1,649.40
Miscellaneous Collections	769.00
Oshaworker	5,145.86
Rent	5,925.00
Telephone Income	<u>783.40</u>
TOTAL REVENUE	<u>1,119,527.77</u>

TOTAL REVENUE	<u>1,119,527.77</u>
----------------------------	---------------------

EXPENSE

OFFICE AND BUILDING

Employee Salaries	60,673.89
UI Expense	1,459.67
CPP Expense	1,803.66
WCB Expense	11.31
EHT Expense	2,110.99
Other Benefits	<u>25,173.05</u>
Employee Benefits and Insurance	30,558.68
Hall Expenses	1,404.66
Miscellaneous purchases	44,422.19
Building Maintenance	13,522.36
Realty Taxes	16,494.34
Soft drinks and vending	702.10
Telephone	13,681.34
Office Supplies and General Expense	13,401.31
Officers Expense	2,100.68
Professional	57,868.86
Total Office and Building	<u>254,830.41</u>

ORGANIZATIONAL

Per Capita — Durham Labour Council	1,272.90
Per Capita — Northumberland Council	67.60
Per Capita — CAW Assessment	627,461.73
Per Capita — CAW Council	<u>6,629.95</u>
Total Per Capita	635,432.18
Lost Time: Wages and Benefits	82,576.60
Lost Time Expenses M&E&H	43,085.72
Lost Time Expenses — Hotels	<u>36,662.18</u>
Lost Time Expenses	79,747.90
Misc. Election Costs	4,066.00
Education	1,337.97
Investors Grp Trust-Staff Pensions	21,628.00
Oshaworker — Printing	22,196.13
Oshaworker — Postage	<u>9,221.26</u>
Total Oshaworker	31,417.39
Publicity	1,378.00
Recreation	180.00
Welfare and donations	4,790.50
Skilled Trades	46.97
Total Organizational	<u>862,601.51</u>
TOTAL EXPENSE	<u>1,117,431.92</u>
NET INCOME	<u>2,095.85</u>

CAW  TCA
LOCAL 222

Key WSIB Points To Remember

Injured workers must report every injury as soon as it happens and every illness as soon as it is discovered. There is no such thing as a minor injury or illness that can be ignored. This is especially important. An injury or illness may become a permanent disability or may recur.

Section 22 of the Act requires that "a worker shall file a claim as soon as possible after the accident, but in no case, more than six months after the accident." This time limit does not apply in the case of an occupational disease.

It is against the law for any person to persuade a worker not to report a work-related injury or illness. Some employers have been prosecuted and have received large fines for violating this law.

As of January 1, 1998, all claims regardless of the date of injury, are subject to time limits on the right to appeal: 30 days if the decision on the claim involves a return to work and six months for everything else.

Regarding injured workers who are only partially disabled:

Workers are required to remain in contact with their employers and to keep them informed of developments. Employers are

also required by law to contact workers and to provide them with alternate work. Employers may use these provisions as an excuse to harass workers. You must not let them do this. Ensure that workers co-operate with their employers but get involved if employers start to harass workers.

Workers are expected to return to work if "suitable employment" is provided for them. This is true even if a worker is not fully recovered from an injury or illness.

Employers are offering all sorts of jobs, from sorting screws, to sitting in the cafeteria, in order to avoid the costs of a workers compensation claim. The WSIB claims that it opposes this kind of accommodation. Document these cases and report them to the WSIB.

All workers compensation benefits will be calculated on 85 percent of the difference between pre-accident earnings and a worker's present earnings from "suitable employment, regardless of whether or not such employment is available (Section 43(2)). All benefits can be suspended if the WSIB determines that a worker is "not co-operating" (Section 43(5)).

I advise workers to co-operate. Apply the principle of "work now, grieve later."

RECORDING SECRETARY, EXECUTIVE BOARD, AND SERVICE REPRESENTATIVE'S REPORT



BY

**Garry
Murphy**

The WSIB view co-operation issues very narrowly. They match a person's restrictions with the job and if it appears the job is do-able, they fully expect a worker to try the job. Once that happens, there better be a good and apparent reason if a worker decides they can't perform the work. Usually this results in a long and tedious appeal process without funds.

Co-operation and clear medical opinions are the key to a successful claim for WSIB. The workplace parties (worker and employer) must clearly understand their obligations to each other and communicate their concerns with each other. If the board determines the worker or the employer is not co-operating, there will be a price to pay for the person(s) in fault. ♣

The United Way Deserves Everyone's Support

December 6th is The National Day of Remembrance and Action on Violence Against Women. Every year on that date our Women's Committee, in conjunction with the YWCA, hold a wonderful Candle Light Vigil at our Union Hall to Commemorate the 14 young women who were killed at the Polytechnique University in Montreal. All of these women were fulfilling their dreams for an education to ensure economic independence for their future. On that day 13 years ago a young man decided to enter the University and randomly shoot these women simply because they were women. Imagine the devastation to their family and friends. It was a unthinkable act.

On December 6th, we not only remember these young women but all other women and children who have been killed because of violence and domestic abuse. Although we continue to speak out about the suffering and the need to protect women from their abuser, the homicide statistics continue to rise. If you

suspect a woman is being abused, it is important to be supportive and offer them the phone number of a local shelter. If there is a Women's Advocate in your workplace, talk to her, she will have the resources for you.

The United Way Campaign is on in your workplace. This year's United Way campaign is well underway and I urge you to talk to the canvasser when you are approached. Many of these people do volunteer work for this



EXECUTIVE BOARD REPORT



BY

**Diane
Cunningham**

Female Executive Board Member,
Employment Equity/Women's Advocate

cause, and most have been trained to answer any questions you may have. Many of us do not fully recognize the vast amount of agencies and services who rely on United Way's support to survive. Now more than ever, with the funding cut backs of government, we need to recognize their importance to our communities. They are responsible for funding everything from children's programs such as Girl Guides and Boy Scouts, to the sick and elderly programs such as Meals On Wheels. Without the United Way we would not have access to all the services we have grown accustomed to.

I would like to take this opportunity on behalf of the entire Executive Board, to wish everyone and their families a Very Merry Christmas and hope you have a Great Holiday Season! Until 2003, take care. ♣

GM Predictable In Rush To Please Detroit

The end of 2002 is just around the corner, and almost as predictable as Christmas coming on December 25 is Car Plant management throwing the collective agreement and their new 'relationship' with the Union out the window to meet their year-end business plan goals.

All the plants are given goals that they have to meet for quality, headcount, cost, etc. and although the Car Plant usually meets most of their goals, Car Plant management attempt to make themselves look better to their bosses by exceeding their goals. This is usually done on the backs of, and at the expense of, you the workers. We are all familiar with the year-end rush by management to reduce more people just to look good for December 31. And 2002 seems to be no different.

A few weeks ago, management cancelled all training courses. Union Awareness training is negotiated training, and another eight hours of training has been negotiated during the life of the 2002 agreement. Although management is unable to cancel this training because it is negotiated, they are just ignoring their obligations under the collective agreement by refusing to send people to the courses. This is being done in an attempt to cut more workers before year end, so that they can cut costs and win the precious Harbour award again. I guess maybe someone should send Dan Hermer back to business school though. While he is ordering his people to violate the collective agree-

ment, he is no closer to winning the Harbour award or to saving money, since training heads are not included in Harbour anyway and the people attending Union Awareness Training aren't paid for by the Car Plant.

So much for headcount and cost, and on to quality. In an effort to beat quality goals, the Car Plant has decided to bring 32 members of management out of labour relations, industrial engineering, manufacturing engineering, and even payroll offices out on the shop floor to stand over people and watch them work. Most of what they are doing is clearly bargaining unit work that is typically done by the hourly mutilation team, like auditing mutilation protection and checking paint and metal for mutilation.

I took this obvious violation of the collective agreement straight to Dan Hermer, who defended it by saying that it wasn't bargaining unit work since they were documenting how people were doing their jobs too. Maybe Dan should think about cutting costs and headcount for year end by reducing about 32 members of management who obviously don't have enough work to do if they can spend time every day doing bargaining unit work.

I find it hard to believe that these people are making any improvement in the plant's quality. They have managed, in one day, to destroy the relationship that we had thought the current plant management was interested in building. On behalf of the Union, it would be my position that the 32 highest seniority people currently laid off due to medical disabilities would have a strong grievance against members of management doing work that they were able to do.

And while we are on the subject of workers with disabilities — I have been given permission to tell the story of one of our brothers who suffered from a medical condition that was totally disabling and was considered by the doctors to be permanent. He was off work for several years.

Recently, he was cured of his physical problems, but continued to be somewhat depressed which can be common to people who are unable to work due to disability. As a result, this brother made it known to the company that his condition was cured and that he was able to return to work. He followed the company's procedures and made an appointment with the plant doctor who said he was able to return to work. The company placement coordinator, who by the way is **not** a doctor, decided that she did not want this person back to work. She got the Personnel Director and the Assistant Plant Manager, two more people who are also **not** doctors, to overrule the plant doctor and say that he could not come back to work because of his depression.

I wonder how many workers suffer from depression and still come to work just about every day... is this just one more way for Dan Hermer to meet his year-end headcount goals, by refusing to let people who are medically able to come to work and earn a paycheck?

I have told plant management that I believe these are all obvious violations of the collective agreement. I have also told them that I will continue to take these issues on, however high up the ladder I have to go, until they are resolved. And in the process everyone will know how important the relationship with the Union and with the workers really is to some members of management.

I hope all of you have a much deserved rest over the Christmas vacation, and that you enjoy a safe and happy New Year. 🍁

CAR PLANT AREA CHAIRPERSON AND SECOND VICE-PRESIDENT'S REPORT



BY
Jim Hoy



CAW Child Care Services

- * Licensed Facilities * Qualified Staff
- * Early Childhood Educators
- * Parental Involvement * Extended Hours
- * High Quality Program * Nutritious Meals

**Available To CAW Families of
General Motors, Local 222
(including grandchildren of active members)**

(905) 438-1771

**1440 Ritson Road South,
Oshawa**

CAW  TCA
LOCAL 222



A St. Catharines Viewpoint

Thank you, Oshawa CAW 222 members, for the warm welcome you have extended us from St. Catharines. As you are aware several of us laid off St. Catharines employees have started work in Oshawa this past year. It has been a year of upset and turmoil in St. Catharines for many of us. Who would have thought 18 years of seniority was not enough to keep our jobs? The plants in Local 199 have lost a lot of good jobs over the last 10 years starting with the closing of a world class foundry. In 1988 we had over 10,000 people working there, now it's down to just over 3000. St. Catharines has lost two engines (3.4l and the Gen 1 V-8) brake lines, caliper lines, knuckle lines, rear axle, spark plug, Delphi, a lot of the service jobs were lost and not replaced. Most of the new machining lines no longer require the peo-

ple that the older machining required, for example the cam machining line only has four people running it where the old line had almost 30. The Gen 3 engine line is producing 10,000 engines on straight time and they want to increase that to 12,000.

Hopefully things will improve and buy-outs will make room for us to return to our jobs and our families and friends we have had to leave behind. Spending eight hours on the job followed by four hours commuting doesn't leave much time for a family life but we are trying to adjust. The uncertainty of not knowing what is happening leaves a lot of us in a position of not knowing which way to go, move to Oshawa or commute till things become more clear. One of the things we had to get used to again is students. We haven't seen a student in the plant since '88 unless it was the boss's kid telling us to

LETTERS TO THE EDITOR



Joe Sarnovsky
Oshaworker Editor

work faster. The last agreement had some new work coming to St. Catharines starting in June, although it may not be enough to get us all back, but it just may. One of the negative things we have heard that I would like to address is "St. Catharines people are taking our kids' jobs." Nothing is further from the truth. This is hopefully just a temporary stop for us until there is room for us to return to work in St. Kitts.

David Hunt
Truck Plant



Season's Greetings

Joe Sarnovsky
Oshaworker Editor

GM Unit Meeting Time Change

Please note that effective December 2002 the meetings will begin at 3:00 p.m. at the CAW Local 222 Union Hall 1425 Phillip Murray Ave., Oshawa



Support Your Dental Centre!

Open to the Public
Extended Hours

Now Accepting New Patients
Strict Sterilization Procedures
All Phases of Dentistry & Dentures

**Call 905-579-8730
for your appointment!**

Open:	Monday and Tuesday	9:00 a.m. - 5:00 p.m.
	Wednesday	11:00 a.m. - 7:00 p.m.
	Thursday	9:00 a.m. - 5:00 p.m.
	Friday	8:00 a.m. - 4:00 p.m.

We Accept Direct Payment From Insurance Plans!

8 Dentists • 1 Oral Surgeon • 1 Periodontist • 1 Endodontist

CAW TCA
LOCAL 222

CAW Dental Centre
1425 Phillip Murray Ave.,
Oshawa

TDS Reps, Membership Standing United

**TDS AUTOMOTIVE UNIT
CHAIRPERSON'S REPORT**

BY **Ron Boivin**

First off, I'd like to thank the membership for their overwhelming support in my bid to run for Chairperson back on October 2-3.

On November 8, I called the committeepeople to a meeting at the Union Hall to discuss the problems we were having in dealing with the company. We discussed issues such as benefits, grievance procedures, discipline and management attitudes. But the most pressing issue at the time was just getting the company to meet with us.

The company only wanted to meet when they had an issue they felt was important. When it came to scheduled meetings to deal with issues such as grievances and modified work, they'd cancel every time for one reason or another. We decided then that it was time to put out a letter to the membership to inform them of the problems we were having in this regard.

It took absolutely no time at all for the company to show concern that a letter was being distributed by the Union. Even while the letter was being handed out by the committeepeople, the company informed the Union they had the time to meet on November 11. At this meeting we had our President, Mike Shields, present, even though the company was adamant on November 8 that he didn't need to attend. Mike spoke to the company about a lot of our issues and let the company know that the present committee has the full backing of Local 222.

Mike also reminded the company that the July 2001 agreement was done in good faith by the union to help the company out in the process of changing ownership. He made it very clear to them that while they were now abusing that good faith, the union will be looking for it all back in the next set of negotiations.

Since this meeting, the company has scheduled several grievance and modified work meetings to clean up some of the backlog. As

far as the bargaining committee is concerned, the letter on November 8 did its job. The last thing a company wants to see is organization in the Union office and a Union office that communicates with its membership.

TDS Automotive had better get used to it, because this Union office knows that an informed membership is a united membership.

Have a safe and happy Christmas and New Year, until next time. 🍁

Excellent Response To TDS Charity Draw

TDS AUTOMOTIVE UNIT REPORT

BY **Brenda Hosking**

Women's Advocate

Here at TDS Automotive I wanted to find a way to raise money to adopt a family at Christmas. I came up with the idea to have an 80/20 draw on each shift. The winning ticket would be drawn every pay day. Eighty percent would go to the winner, and 20 percent to be held in an account till it was needed at Christmas.

We now have \$6,921.24 — is that unbelievable or what!

I have been in contact with Carolyn Usher of the Salvation Army and she is going to help us make this a reality.

I would like to thank all the people who

volunteered their time and support to make this such a huge success. I am proud of my fellow members for giving so freely of themselves. You have proven once again that you care about the people in your community and are willing to help.

Any money not used for the families will be donated to Denise House.

I hope everyone has a safe and happy holiday. If you would like any information about this, please feel free to contact me at 905-723-6895. 🍁

JCI Continues Progress As New Unit

Our unit is moving along and as we work our way through the growing pains of getting set up and situated, we are gaining valuable experience in the process. Since my last report a few things have happened. We had our first unit union meeting on November 5, and although attendance was low, the committee is committed to keeping the membership informed by having these meetings when required. The committee and those in attendance would like to thank Local 222 President Mike Shields and First Vice President Wayne Murphy for stopping in and addressing our group.

We have filed two grievances with the company in the past few weeks. One has been settled to the grievor's and the union's satisfaction and we are continuing through the procedure with the other. We have been able in the most part, to work out our issues with the company without need of the grievance

procedure and it is the goal of the committee to find solutions to our members' issues in an expedient and satisfactory manner.

The company has been busy with their hiring procedure; the plan at this time is to have 180 new employees in place to start in January of the New Year. This is great news for our Plant and our Local; the company has accepted resumes from our membership for consideration for these jobs. This is not a contractual issue and the Plant Committee has no say whomsoever the company hires. Please direct all your inquiries in this matter to the Human Resources Department as they are in charge of the hiring process.

The Plant Committee is pleased to announce that Bruce MacDonald will be the Union Steward representing our skilled trades zone. Bruce and myself had a very productive meeting on November 5 with John Scanlan, the outgoing Skilled Trades Chairperson at GM. The plant committee along

**JOHNSON CONTROLS INC. UNIT
CHAIRPERSON'S REPORT**



BY

**Larry
Williams**

with Bruce will be working to get some procedural agreements in place for the trades department as soon as possible. We are currently working to get our Women's Advocate and EAP (substance abuse) people in place for these very important assignments. Interested members will be asked to hand in a resume explaining why they want to be involved in these programs.

With the Christmas season quickly drawing near, the Plant Committee would like to remind everyone to drink responsibly and

see JCI — page 10

PPG Update

Zone One – By Fred Taylor

At the time I'm writing this, the major issue in the zone has been the scheduling of weekend overtime. The company has been closing down the Sunday hours because of a lack of business. It is true that the company saves more money by not working Sunday hours and working the Saturday overtime. This has resulted in less money being earned by the membership. The company doesn't have the business so they're not giving us the extra work.

The argument at this time has been that the company cannot be trusted to tell us the truth as to what the customer demands really are. Taking this to heart I phoned the hall at Local 707 in Oakville to find out exactly which story was accurate and which wasn't. They informed me that the CAW has been notified by Ford that they will be tentatively down the weeks of November 25, December 9 and December 16. This means that as of the time of writing I'm assuming that Ford will be down five of the next seven weeks. This means less work for our plant as we will not be making the same volume of Windstar and Crown Victorias that we've been making for the last few months.

The company has been given the right by the contract (Master Agreement section 6) to schedule the plant as they see fit. This has been their right ever since the Union was established here back in 1937. It isn't a joke or matter of

little concern that the members will be making less money than they have in the past. The auto industry has been one of boom and bust. People should understand that things don't stay stagnant. Things change. The current sale of cars and trucks with zero percent financing has caused a glut on the market and given rise to the belief that things could slow down. If they do it would be wise to be able to live on a 40 hour paycheck as that could be all that will be available. I hope that the short-term pain caused by the recent lack of total overtime will be enough to encourage the membership to tighten their belts and settle in for whatever the storm will be that we have to ride out. We are not the masters of our own fate under these circumstances. Market forces will determine what our fate will be.

Having totally depressed you all, I would now like to take the opportunity to remind you that the Christmas vacation this year will be a full two weeks, from December 20 until January 6. I hope you will all get a chance to enjoy it in the comfort and company of your families.

Skilled Trades Zone 4 – By Josh Haunsberger

I usually start my articles by telling you how much work we have, and the vast amounts of overtime, why should this be any different?

The recent slowdown at Ford gives more time to work on machinery and some

PPG-DUPLATE PLANT REPORT

well-deserved preventative maintenance. In other words, seven days a week as usual.

Upcoming we have started the conveyors for number 10 cold end. There will be 18 to build. There are also conveyors to be done for the load end of 8 furnace. Number 7 hot end will be getting a refit to DBO 3 at the end of the month. This is to accommodate the Grand Prix. On top of this we have our usual maintenance duties to perform, such as cullet work, furnace coils, and whatever else we have been putting bandages on over the last few months.

As usual I still have not seen a schedule for work to be done over the Christmas shut down. To be sure we will see something about a week before holidays, in which the company will expect everyone to drop their holiday plans to accommodate.

There is much unrest in the plant lately. The Union has many grievances on file in each zone. People are working seven days a week and in general are unhappy. It has been a tough year in the plant, and many people are questioning the future of their jobs and the facility.

I must say that I am looking forward to the festive season ahead. It's a time when you see the best in people, and a unity amongst friends and co-workers. At this time I would like to wish you all the best over the holiday period, and a good and safe new year. 🍀

Whitby Transit Contract Talks Ongoing

Well December is here and while most are getting caught up in the hustle and bustle of Christmas shopping and trying to get in the spirit of it, your committee at Whitby Transit are exerting all our energy and focusing on contract negotiations. We were hoping to have an agreement by December 1st but the company forced us to set a strike date of January 6, 2003. This of course doesn't prevent the company from locking us out on December 23, 2002, but it doesn't make

sense if the company is seeking public support for their side. We're optimistic as your bargaining committee that an agreement can be reached and a strike avoided but as usual the company always chooses to take it to the final hour. I don't have any reason to believe this time around will be any different.

I want to thank the membership on behalf of your bargaining committee for the strong support of confidence you showed by giving us the tools we need on getting us all at Whitby Transit improvements in our collective agreement. A 97

COACH CANADA – WHITBY TRANSIT UNIT CHAIRPERSON'S REPORT



BY

**Tim
Thompson**

Coach Canada – Whitby Transit;
Chairperson

percent strike vote mandate sends a strong message to the company that we mean business and the membership is solid behind us.

Pension, LID and other benefits and wage increases are front and centre in this set of negotiations, along with language improvements. If talks end up going into the ditch, I know as before I will be calling on the brothers and sisters from the other units to come out in solidarity and support us on the picket line. Strength is always in numbers. I will keep you all updated on our progress.

We went to arbitration in October. There we challenged the company's policy on pre-

see **WHITBY** – page 11

JCI Continues Progress

– continued from page 9

please use a designated driver or call a cab. On behalf of the Plant Committee we wish all of our members and their families a very happy and safe holiday. Enjoy the Christmas season with friends and Family, and please be generous to those who are

not as fortunate as we may be.

Please remember if you have any issues or concerns feel free to contact me at the Union Office 905-665-4269 or on my cell phone 905-260-2631 anytime.

In Solidarity. 🍀

Lear's Future Secured With New Contract

With another set of negotiations behind us, we all hope for both prosperity and security in the upcoming years. As has been discussed constantly over the past three years as well as at the ratification, your bargaining committee had an incredible task placed before them. How do we match our highest pension increases (\$7 over three years), negotiate wage increases that still keep us at 85 percent of GM's wages while securing future business? We achieved both. There were some who believed the only way to attempt to solidify our job security would be through wage freezes. As I said many years ago; as long as a Union is thinking long-term and keeping their membership's futures in the utmost appreciation, resolves should be met years before any possible work loss. The ultimate measure of leadership is not where one stands in moments of comfort, but rather where one stands at times of challenges and controversy. There will always be those who cannot see the big picture or actually wish not to,

but your committee did and does. Some of the changes made during these negotiations were a clear and loud message to corporate, our competitors and GM that Lear Whitby is a high quality, efficient, and progressive plant to invest in. Moves were made in areas that have minimal or no impact on our members, while still giving Corporate "breathing room" to bid on future business. Your committee was able to accomplish what we set out and discussed for three years.

Members must remember, regardless of whether we win the 2005 Impala business, this contract was still a watershed for our futures. Even in a worst case scenario, should we not secure that business, this contract enables us to not only bid on other replacement work but also helps solidify our present work. Members must realize that without this contract our futures truly were "grey" if not bleak. This contract is vital **whether or not we get the 2005 Impala!** When all is said and done, we still lead the parts industry in many areas in

LEAR UNIT CHAIRPERSON'S REPORT



BY
**Shane
Luxton**

benefits and rank in the top three in almost every category, making over \$25/hour. There were some who were upset that it took three weeks to receive the signing bonus. In fact this is our standard, GM I believe twice that. The only reason it even took that long was the fact that with it being RRSP contributable, the company had to wait till we, as members, qualified our wishes of cash or RRSP contribution.

As I write this we are in the midst of our United Way Krispy Kreme doughnut drive. As of today, November 18, there have been over 100 dozen ordered. Also this week will be our United Way book fair. I appreciate at this time Helen Nickerson, Traci Bihun, Carolyn Skelton and Betty Robinson for helping out. Also, to many others who later offered to help.

As I write this for the Christmas edition, I request that we all seek solace in the fact that we have our families, jobs and moreover good health. Every year I stress the importance to give to United Way to help those with so little in this time of excess. Our membership continues to show its colours, in the number of volunteers I received this year for the United Way drive. To other CAW locations, please, if your membership does not have a United Way drive presently, approach your Union chairperson and organize.

On the weekend while watching the Santa Claus parade with nieces Morgan and Mackenzie, I saw a member of our bargaining unit participating as an Ontario Volunteer Emergency Response Team member. I commend all those in our society who take the precious time needed to do their civic duty and give something back to the world we live in and appreciate what we have. As the song goes, "It's not about having what you want, it's about wanting what you've got."

PS: A happy belated retirement to the true force behind the hall all these years, Jimmy Campbell. 🌟

Whitby Transit Talks Ongoing

— continued from page 10

ventable accidents and how they chose to administer discipline. At the end of the day we feel we received a favorable decision by arbitrator Wren Raynor. The end result administered a formula that both company and union could adhere to when it comes to the determination of a preventable accident. Time will tell if this new formula will work or not.

I want to thank the members of the Whitby Transit Unit for their compassion and donations to the Canadian Cancer Society on behalf of my father who passed away October 18, 2002 as a result of the dreaded disease of cancer. I also would like to thank the Executive Board and the staff at the hall from Local 1136 for the beautiful

plant they sent. My sister, Sharon Leveque, who works at General Motors, plant one, third shift, would like to thank her brothers and sisters who showed their condolences to her at this time. On behalf of my mother, sister, myself and our family, thanks again for your heartfelt condolences.

In closing, we in the CAW are all brothers and sisters who support each other no matter what the cause. We will always be there whether it's the December 6 Candlelight Vigil in support of ending violence against women, standing in protest to protect our social programs, or coming out to picket lines to stand in solidarity with our sisters and brothers on strike. We here in the CAW will never "stop fighting back!" 🌟

Employee Counselling Program

Located at 850 Wentworth Street West,

Union Counsellors work in confidence to assist you and your family to solve any type of problem. This program is also available to spouses and retirees.

Your Union Counsellors



Steve Bobas
905-644-4283



Sharron Kehler
905-644-4282

CAW Local 222 Retirees Korner

A thank you to the executive and membership of Local 222 for the "use of the hall," to hold our celebration of 50 years. More than a surprise a very appreciative donation to St. Vincent's Kitchen on our behalf, gives our retiree members a "warm feeling." Brother Mike and Terry for being there. Great day and close to 300 people were in attendance, sometime during the afternoon. For the marvelous layout, we wish to thank the "editor" brother Joe Sarnovsky and the editorial board consisting of brother Mike Shields, Terry Spence, and Garry Murphy.

Our Day of Action in Brampton concerning the building of a private hospital apparently fell on deaf ears. Reading the press it seems they are going ahead with it, I'm told there were at least 50 buses at the rally from as far away as Windsor and St. Catharines. Back to the drawing board.

Of note: The solidarity salmon will be available in December, delicious!

Retiree Elections

1. NDP Federal Leadership Convention; January 24, 25, 26, 2003
Toronto, three delegates to be elected.

CAW LOCAL 222 RETIREES' KORNER



BY

John Redko

Retirees'
President



Gord "Chief" Lindsay

Retirees'
Publicity Chairperson

2. Durham Northumberland Area Council Local 222 retirees, three to be elected.

Ballot boxes will be in the reception area December 2 to 11, 2002, elections for the above.

Next membership meeting will be January 6, 2003.

On October 19, 2002 a group of about 55 Local 222 retirees (brothers & spouses) set out for Brampton to join others from other locals to protest the governments plan to try and privatize hospitals. The day started out with bad weather, cold, rainy but by the time we reached Brampton the sun was out and it was a great day for a protest. There were about 3,000 in attendance, a great many speakers. Sid Ryan

see **RETIREES** - page 13

WE SHALL REMEMBER

Name	Status	Date	Company	Name	Status	Date	Company
Thomas F. Andolsek		Nov. 10, 2002	GM	Vincenza Mallia	Retired	Oct. 26, 2002	GM
Bruce A. Beacock	Retired	Nov. 1, 2002	GM	John R. McCormick		Nov. 2, 2002	GM
David Brown	Retired	Nov. 18, 2002	GM	Leonard McDermott	Retired	Nov. 8, 2002	GM
Ralph F. Clay		Nov. 5, 2002	GM	Cecil S. Naish	Retired	Oct. 30, 2002	GM
Beverly O. Cowan	Retired	Oct. 30, 2002	GM	Ewald Pecher	Retired	Nov. 13, 2002	GM
Joseph J. Cowie	Retired	Nov. 17, 2002	GM	Alfred Perstaller	Retired	Oct. 19, 2002	GM
Wesley W. Delarge	Retired	Oct. 21, 2002	GM	Allan E. Redman	Retired	Aug. 16, 2002	GM
Earl R. English	Retired	Oct. 21, 2002	GM	Alice Reid	Retired	Oct. 26, 2002	GM
Allan C. Gilmour	Retired	Nov. 15, 2002	GM	Cecil L. Smith	Retired	Oct. 26, 2002	GM
William R. Hollings	Retired	Nov. 2, 2002	GM	David J. Stevenson		Nov. 12, 2002	ACSYS
Petro Horbus	Retired	Oct. 13, 2002	GM	Lawrence Toutant	Retired	July 15, 2002	GM
Wallace L. Jackson	Retired	Sept. 26, 2002	GM	Victor K. Wokral	Retired	Oct. 10, 2002	GM*
Joseph Kot	Retired	Oct. 2, 2002	GM				

WE'RE GETTING YOUR MAIL!

Your Oshaworkers are being returned to the Union Hall because of incomplete addresses, many due to incorrect postal codes or because we don't have your apartment number. Please call the Union Hall at 905-723-1187 or 1-800-465-5458, or mail in the notice below and ensure you get next month's issue.

CHANGE OF ADDRESS

Fill in and return to CAW Local 222, 1425 Phillip Murray Avenue, Oshawa, Ontario L1J 8L4

Effective Date _____ Plant _____ Serial No. _____

Name _____

Street No. _____ Apt. No. _____

City _____ Postal Code _____

☐ Active Member

☐ Retired Member

☐ Surviving Spouse



A thorn in a bouquet of roses? Long-time CAW Local 222 Union Hall custodian Jim Campbell (left) was surrounded by his admirers on the occasion of his retirement. Family Auxiliary #27 presented Jim with a gift certificate and fresh Union Hall-baked strawberry rhubarb pie. At right, the Auxiliary recently presented the youth hostel The Ark with some much-needed articles, with (from left) Derrick Keenes and Jessica Boyd of the Ark, and the Auxiliary represented by Jackie Finn, Edie McCloskey and Viola Pilkey.



CAW Family Auxiliary #27 Report

Our meeting on November 5th was started on a sad note. We draped our charter in memory of our dear, departed sister Viola Coolidge. Vi passed away peacefully in her sleep on Tuesday, October 8, 2002 at Faith Place in her 89th year. Vi was born on July 30, 1914 in Fort William, Ontario. She joined Auxiliary #27 in 1949 and was an active member, working in the kitchen at 44 Bond St. E., volunteering her time for Meals-on-Wheels, New Horizon program, tuck shop at Hillsdale Manor, and member of the Canadian Consumer Association of Canada. Vi volunteered at the Local's picnics, distributing chips and cheesies for the crowd. She enjoyed attending the annual auxiliary conferences held at Port Elgin. Vi had four sons and four daughters, 19 grandchildren and 26 great-grandchildren. She enjoyed traveling with her daughter-in-law Sylvia and she was a regular church goer and enjoyed playing scrabble with her dear friend Alice. Our condolences go out to her family.



Viola Anna Coolidge

Plans are well under way concerning your Christmas

July 30, 1914 – October 8, 2002

party to be held Tuesday, December 17. Potluck dinner to begin at 6:30 sharp. Each member will be receiving a letter updating you on upcoming events. Please mark these dates on your calendar.

Thank you sisters for your generous contribution to the Ark shower we hosted. A special thank you to sister Viola Pilkey who convened this project, job well done Vi! Sister Marian Ross will convene the collection of articles for Denise House once again this year. Marian has convened this project for many years and does a tremendous job. Sisters don't forget the less fortunate, please be generous and contribute to the Simcoe Hall Settlement House non-perishable food appeal.

Donations made recently were to:

Oshawa Distress Center \$100

Huntington's Society \$100 plus we purchased 12 amaryllis bulbs to be used as door prizes the night of the Christmas party

Windreach Farm Ashburn \$200
Whitby Mental Health Wish Tree Lighting \$300. We chose a white bulb which symbolizes peace and yellow for hope.

CAW FAMILY AUXILIARY #27 REPORT



BY
Jackie Finn

CAW Family Auxiliary #27
President

Our annual Christmas donations: Denise House \$300, Bethesda House Bowmanville \$300, Destiny Manor \$300, St. Vincent's Kitchen \$300, Cornerstone \$300, Hospital for Sick Children \$300, Mental Health (CMHA) \$300, Ark \$300, Simcoe Hall Settlement House \$300 plus 10 \$30 food vouchers.

Sisters Shirley Hill and Marg Fitchett have once again volunteered to do the shopping for 10 residents each at Hillsdale Manor Oshawa and Fairview Lodge Whitby, respectively. The residents chosen have no family members to purchase gifts for them at Christmas time. Volunteers at the tuck shop Hillsdale Manor have been sisters Laura McDonald, Phyllis Munroe, Helen Rotterman, Marian Ross, Dorothy McEachern and Sharon Broadbent. Sister Marjorie Comerford has volunteered to deliver poinsettia plants to our sisters who are unable to get around. Brother Claude will also be helping and thank you to you both. Great gesture on your part.

Our social committee comprises of the following sisters, Sharon Broadbent, Donna Murdock, Heather Kiberd, Dorothy McEachern, Phyllis Munroe and Jean Hoar. Entertainment — sisters Lynn Ross, Jane Davis, Joyce Wilde, Ilene Watts and Nancy Heney. Congratulations to Durham Labour Council who recently celebrated their 60th Anniversary. Auxiliary #27 is pleased to play an active part with the Labour Council.

On December 27, 2002 Sister Mary McMillan will celebrate her 100th birthday. Congratulations Mary, what an accomplishment.

I am going to take this opportunity to wish each and every member and their families a very Merry Christmas and a healthy and prosperous 2003. 🍀

Retirees Korner — continued from page 12

spoke. At the same time in Ottawa, about 200 gathered. They have privatization in Britain and its been proven that it's not working. Remember the boys on the hill (Parliament) will try and if nobody's aware will try to slip things through and get them stamped — made into law and before we know it it's passed. That's why I am proud to be associated with retirees who are still active and aware of what's going down, and will all across the province be like watch dogs and when they get a bone to chew on won't let go. These are the brothers and sisters who

didn't retire from life just a job. The Raging Grannies were there to entertain us with songs. When they weren't singing some of the raging grannies were eyeing our president John Redko.

The pool tournaments will soon be starting, I'll talk to Brother Revoy for details. New retirees come on out and meet the brothers and sisters—get involved in the euchre parties, dances, horseshoes and just reminisce. As long as you and your spouse have the liniment we'll supply the activities. Pool results for November will be in January's issue. 🍀

Pre-Retirement: Thanks, And Think!

Wow, did I miss something?
I'm writing a column for December — where did the other 11 months go?

Before I start my rambling, I would like to thank some great and helpful Brothers and Sisters who went that extra mile to help make this great program work. Thanks President Mike for having faith in me. Thanks Financial Secretary Terry for keeping the books in the black and taking care of all the expenses (electricity, heat,

phones) to help make this program fly.

To Credit Union reps Terry, Gerri and Don, thanks for a great and informative session. Angie Drago, what can I say, your sessions on the Canada Pension were excellent. All kidding aside, lawyers are great. A big thanks to Brothers John Sproule, Bill Clarke, John Gorycki, Bob Bannik. They tell you about wills, power of attorney, etc..

Pension reps Brother Charlie Peel and Brother Bill Mutimer will run you through our GM pension plan, Brother Brian Bittorf, our in-house benefits service rep, will explain all about our benefits that you are entitled to and yes, even after you retire. Thanks Brian.

Brother Lyle Hargrove will explain the Wellness Program to you. We try to stress that you try to stay healthy. Lyle wants you to retire healthy. Great job, Lyle: "Thanks."

A really big thank you and just-pretend hugs to the Sisters of the Hall, Eileen, Marika, Dorothyanne, Karen, and my right arms and someone who takes most of the heat, Marlene. Thanks again to all of you.

Thanks to the Family Auxiliary, and especially Sister Helen for providing all the refreshments for our classes, tea, coffee, cookies, etc (no roast beef).

Thanks to custodians Paul, Derek and Jamie for setting up our room. I hope I didn't miss anyone.

You see Brothers, Sisters and spouses, how time flies.

So if all you think about is your vacation (two or three weeks) now is the time to think about retirement, now, not later. We want you to try and live the rest of your lives in somewhat the same style you've living now.

When I ask the brothers and sisters if they have made plans about retirement — what are your plans? They say they are going to travel and play golf, but when that novelty wears off: What then? That's okay for Tiger Woods, or your brother-in-law who works for the railway.

I can fill pages and pages of what we can do for you and your spouse to learn about what you need by way of advice to have a happy retirement.

Please fill out the form to attend our classes.

1. Remember, you're just retiring from a job — not life.

2. Remember our Union is one of the only unions that still takes care of its retirees.

Merry Christmas everyone, and like the old hippie would say, "have a cool Yule and a Frantic First." ❄️

PRE-RETIREMENT REPORT



BY **Gord
"Chief"
Lindsay**

Fadduh Winnuhs!

Thanks to all the members for their response to the theatre contest! CAW Local 222 Recording Secretary & Service Rep Garry Murphy pulled the names out of the box. The following lucky draw winners are off to see the comedy "Hello Muddah, Hello Faddah!" courtesy of CAW Local 222: Bob Braithwaite (Plant



#1); Gerald Pearce (retiree); Kathleen Smales (GM); Larry Collingham; John Roberts (GM); Joseph Chaput; Peter Wilson (GM); Sue Robinson (Truck Plant); Gaetan Piette (GM) and Ron Van De Walker (GM). Congratulations!

Retiree Council Welcomes New Chapter

During this past year we have added a new chapter from GE, retiree chapter 524 in Peterborough. Now we have three chapters; CAW Local 222 Oshawa, CAW Local 524 Peterborough, CAW Local 1090 Ajax. The executives are Bart MacNeil President, Art Field Treasurer and Kay Suddard Vice-President. Three delegates will be elected in January. ❄️

DURHAM AREA CAW RETIREE COUNCIL REPORT



BY
**Bart
MacNeil**
Durham Area
CAW Retiree Council President

Pre-Retirement Planning Course Application

Last Name _____ First Name _____ Spouse's Name _____

Serial No. _____ Shift No. _____ SIN # _____ Spouse's SIN # _____

Home Address _____ Telephone No. _____
House/Apt. No. Street City Postal Code

Years of Service _____ Age _____ Will Your Spouse Attend ☐ Yes ☐ No

Have You Planned A Retirement Date ☐ Yes ☐ No If Yes, Please Give Approximate Date _____

Bird Watching Continues In The Winter

You won a trophy or plaque at the URGC for either trap or target shooting, and you have not received it yet. It is at the Club Property in Newcastle. Your name is on it so it is yours. Please pick it up, they cost you money.

There is indoor target shooting all winter if you are a paid member, outdoor trap if you can stand the cold.

Chipmunks, those very cute striped little fellows at your cottage, so tame and easy to feed from your hand, now are showing up at your house, maybe brought to town by a neighbour. They are still cute and so easy to tame but they have one bad enemy, a predator, your house cat. These little animals are not prepared for cats that delight in killing them. It is a known fact cats kill more birds than any other enemy, so chipmunks are easy prey for cats. You have to control your dog, so why don't you control your cat?

Coyotes, that familiar animal that is getting bold and bolder. These dog-like animals live from the Arctic to the Amazon and like open country. They will build a den on a knoll where they can scan the countryside. They can eat almost anything but prefer meat, so they are ever roaming and looking for food along Lake Ontario. In Oshawa they can be seen. They have killed all the local pheasants, jack rabbits and many birds that nest on the ground.

The part I am upset about is the Ministry of Natural Resources is placing medicine in the countryside on meat so the coyotes will not get rabies. Why? Other wild animals are not protected, why not let nature take its course. If the rabbits die or ducks are nearly wiped out by predators, nobody gets excited, but coyotes must be protected?

If all stories are true, coyotes were brought to these parts by the government of the day to control mice, but it has been a curse. The mice are the main food supply of wintering owls and hawks, so what have these coyotes brought to us, nothing but headaches, especially for the farmers who have sheep that hungry coyotes will attack, or cattle on the ranch land.

If you wish to see coyotes in Oshawa sit down and listen, then watch, you will see a coyote sneaking along near a fence row, or if you are walking in the Second Marsh or Darlington Park in the daytime, you will notice them. They are almost tame as they never stop looking for food if only some bread crumbs or a hiker's tossed-away sandwich. Get out for a walk, you are missing something.

Winter birds in your own backyard, I think they are there or move from place to place looking for food. When the Christmas bird count is taken they will find birds especially

along the lakefront, ducks like blue bills, whistlers, maybe a black duck or mallards.

If you visit the local harbour you will see the mergansers, mostly American or red-breasted mergansers. I remember seeing flocks of these ducks on Lake Scugog. They were not only eating carp. I still see these ducks at the Newcastle Harbour in large flocks eating fish. The gulls will be on the lakeshore.

The ducks I like to see in the winter are the old squaw, flying in a small tight flock. The drake with those two long tailfeathers. The winter bird we now see is the crow, so crafty. I remember to see your first crow of the season was a sign of spring. Now crops of large fields of corn leave lots of seed on the ground. Now the crows live in the city and on garbage day tear open the bags for feed.

The geese, I love them, so tame and a mag-



The outdoor trap is still open at the URGC.

nificent bird in full plumage. Their main diet is grass, but they will go to the fields to feed in the grain stubble. Some people look at geese as a dirty bird, they puddle in the water and rest on the land. I can watch them all day.

One very cold day as I walked the Oshawa Creek valley in the morning, I noticed starlings emerging from a large hole in a very old willow tree. They had spent the night cuddled up in that hole, no snow or wind.

Owls, I do not see many, for I do not walk the woods at night any more. The barred owl that nested in a large spruce tree would watch my dog. Owls start to nest early in the season, mostly in a tight-woven spruce or cedar tree.

The hawks you see on a post are mostly birds that were born this season and could not keep up to the migrating hawks heading to South America, so they fly, glide and get there later. The hawk we might see was probably a red-tailed. The hawk you see eating your birds at your feeder was a cooper's hawk. What is a name when you notice a bird, there seems to be a million birds and as many names.

I had the pleasure of reading *The Raven*, a well-written pamphlet from the Algonquin

UNION ROD & GUN CLUB REPORT



BY

**Roy J.
Fleming**

Park staff, telling the virtues of this large magnificent park, a couple of hours' drive from home.

The issue I read spoke of gray jays. I read on and on thinking I had never seen a gray jay from the writers' description. I got out my Peterson bird book, *A Field Guide to Birds*, it never mentions a gray jay, so I turned to the pictures of jays. There is a jay with some gray, a Canada Jay, which I had seen many times in the woods near Burketon and latter years in the woods north of Victoria Road, near Duck Lake.

As I read on it told, as the weather in winter is not as cold as it used to be, these Canada jays are moving farther north to their liking. I remember the Canada jay was called a whiskey jay for they are very friendly and like people and their camps, looking for scraps. Deer hunters tell stories as they are standing still on a watch, a Canada jay will visit you and talk to you in the high pitched squeaky voice, almost look to see if you will answer. I used to love to be just sitting on a log when partridge hunting to see and hear a Canada jay, it was a full day of pleasure.

This pamphlet, *The Raven*, is written in a manner easy to read, many copies are printed for the seasons and are free. If you cannot get to Algonquin Park, write and copies will be sent to you free if you are a member, if not send \$2 by cheque for mailing costs to Friends of Algonquin Park, Box 248, Whitney, ON K0J 2M0. I assure you that you will receive much knowledge about this wonderful park with its fishing, camping, canoeing, plants, trees and animals, both big and small.

There is lots doing in our local conservation parks. Darlington Park, GMC area near and around the main office. As this area was farm fields, trees, shrubs, wild plants had to grow in another area. In 25 years this will be a conservation area to see. The Second Marsh is coming into its place as a conservation area, visit it this winter. Also visit the Pumphouse Marsh on the lakeshore, Thicksen woods with its 200 year old trees, or Cranberry Marsh, a bird-watching paradise.

Indoor target at the clubhouse, trap if it's not too cold.

See you at the Christmas dinner table. 🍀

Looking Forward For Skilled Trades

As I write my last couple of *Oshaworker* articles, it would be remiss of me not to mention what a great Union paper this is and has been since its inception in 1943.

I have tried to use the *Oshaworker* to communicate and share information with the membership as often as possible. I encourage all of the Skilled Trades reps to use this tool, and especially the new and younger reps getting involved today. Above all please spend time reading this Union paper, it will give you a good idea as to what is going on in our Local and in the Union in general. I will really miss this important communication tool.

Elections Almost Over!

Congratulations to Pat Blackwood on winning his election, I look forward to continuing our working relationship. Although we have different styles, the combination of both has paid off for the membership. By reading Pat's article you will see that his goals of a united committee, and seeing our bargaining commitments to conclusion are the same goals as mine. We will be trying to blend the interim elections for

District #10 with yet another runoff for the Zone 11 Alternate Committeeperson as soon as possible.

Good Future

Pat has also given a good overview of future work on the way, and as I have mentioned many times over, future skilled trades work looks great. I hope to be able to announce that all tool and die makers impacted so badly over the last number of years will be fully employed. When this occurs I will feel personally satisfied that the commitment made to tooling when I was first elected Skilled Trades Chairperson will be fulfilled.

Between now and 2003 I will be going about my duties as normal as well as transitioning with Pat. My office is 905-644-4360, pager *97-4360.

From my family to yours, trusting everyone has a happy and joyful holiday season. 🌟

SKILLED TRADES AREA CHAIRPERSON'S REPORT



BY
John Scanlan

Thank You For Your Support!

The turnout for the Skilled Trades Area Chairperson's runoff election was 30 percent better than the original election, which saw just over 50 percent of the tradespeople vote. This turnout clearly showed the Skilled Trades Membership was interested in who would be the next Skilled Trades Chairperson. I would like to thank everyone who supported me, and worked so hard on my behalf. I would also like to thank the tradespeople on the shop floor who worked endlessly to rally the tradespeople to the gates in this very crucial election. We must now work together to make progressive gains for Skilled Trades, and complete the work from bargaining. I am looking forward to the challenge over the next 14 months, and will try to be as visible as possible on the shop floor. I congratulate all the candidates on running clean campaigns.

Third Shift Committeeperson

I would like to congratulate Rory Thompson on his election to steady third shift Skilled Trades Committeeperson. This is the largest zone in Oshawa, and if we ever get the other third shift in the Car Plant, we could require another Committeeperson on this shift. There is one more runoff for the alter-

nate's job. It's great seeing how the three candidates in the first runoff have been able to talk together and get along throughout the campaign. There are no losers in this election, and to see young people getting involved is excellent.

District 10 Committeeperson

We will now have to open up nominations for a replacement for me as District 10 Committeeperson. This is by far the toughest district in Oshawa with over 1,000 members, and usually the highest grievance workload. We have managed to reduce the workload recently by putting overtime agreements in place, along with SPA/Vacation guidelines. These agreements eliminate disputes between management and the tradespeople on the shop floor. We are currently trying to negotiate an overtime agreement for the balance of the Car Plant in 49G, H and B. Your committeepersons have drafted a proposal that we will begin to discuss with management on Nov. 25, 2002. I have thoroughly enjoyed representing the members of District 10 for the past five years, and the three years back in 1989. As your Chairperson, I will still be available to you when you require my services. You should first give your committeeperson

DISTRICT #10 REPORT



BY
Pat Blackwood
Skilled Trades
District #10 Committeeperson

ple and your new District the first opportunity to resolve your problem.

Appendix "R" Semi-Annual Review Meeting

We held the six month semi-annual review meetings the week of November 19, 2002. We have never had so much work brought to us since the inception of Appendix "R", and the workload for skilled trades looks very, very heavy for the next two years, even though the forecast was only supposed to reflect the next six months. All trades will be very busy, line maintenance, tooling, and WFG facilities and Construction. It certainly is a reflection of the awards the Oshawa Complex has received from J.D. Power and the Harbour report. We are recognized for our productivity gains, and the highly skilled workforce we have. We are definitely the "jewel of the GM Corporation" and the investment coming to us is proof of

see **THANK** - page 17

New Electrical Apprentices

Congratulations to the 20 new electrical apprentices who began the program on October 15, 2002. They will be on block release at Durham College until December 13, returning to the plant December 16.

Upgrading Courses Available

In conjunction with Durham College, we have made available ON-LINE courses, which will allow participants to gain college diplomas in either the Electrical Techniques or Mechanical Techniques programs. These courses have been designed to allow interested people to learn at their own pace. With our various shifts, it is very important to offer educational courses that are convenient for individual schedules. Theory portions of these programs are available on-line and the practical portions will be instructed on weekends. Anyone interested should contact Durham College at 905-721-3300.

2002 Negotiations: Giant Step Towards Healthy Apprenticeship Program

The Skilled Trades Master Bargaining committee led by John Scanlan did an excellent job of negotiating a minimum of 100 new guaranteed apprenticeship opportunities for the General Motors chain over the life of the agreement, as well as setting the pattern for the

APPRENTICESHIP COMMITTEE REPORT



BY

Jack McEachern

Apprenticeship Committee
Chairperson



Keith Gibson

Apprenticeship Committee
Vice Chairperson

entire Big Three. With the aging workforce, this is a huge step towards keeping our skilled jobs where they belong, with the CAW.

Apprentices will now receive a full complement of tools at the beginning of their apprenticeship. Previously apprentices were given tool allowances after completing each 1,000-hour segment of their apprenticeship. It would take their entire apprenticeship to acquire the needed tools. Now all tools are supplied upon starting the apprenticeship.

The length of time to complete the 8,000-hour apprenticeship has been increased from 4-1/2 years to five years. This was negotiated so that an apprentice can take all his or her vacation, holiday and SPA weeks without losing seniority.

In-plant employees who apply for the apprenticeship program will be able to attend a 16-hour pre-apprenticeship orientation program. When more details about this program become available, we will update you. ♣

Thank You For Your Support!

— continued from page 16

this, which is providing us with something you really can't negotiate, that is "Job Security."

Out Of The Plant

Now that the election is over let's touch on being out of the plant. The job as District or Skilled Trades Area Chairperson takes us out of the plant on Union business many times throughout the year, and in a contract year like we have just come through, it works out to approximately two weeks a month. We always have replacements in for us which give the alternates a chance to act as Committee-people and get the necessary experience we are always talking about. When I am out of the plant my voice mail not only tells you who is replacing me, but it also lets you know, that if you wish to talk to me, leave your home number and I'll call you from wherever I am, sometime that evening. This month we are in Toronto on Union business December 7, 8, and 9, and also December 11, 12, and 13. I will continue to let people know who my replacement is when I am out of the plant, and I will still be available to you the membership.

Skilled Trades Co-ordinator

As everyone knows John Scanlan had the

opportunity to accept a new job negotiated in Big Three bargaining this past contract called a Skilled Trades Co-ordinator. This job requires John to work out of the National Office, servicing the entire GM chain for Skilled Trades. At the Skilled Trades Collective Bargaining Conference, the delegates had a resolution requesting more Skilled Trades representation from the National Office. The Skilled Trades Coordinators are paid for by the Company, and the people work out of the National office. John has represented the Skilled Trades in Oshawa well, and he has been through four sets of negotiations, three of them pension contracts. I have always worked well with John, and our style complimented each other in bargaining with the Company.

Our next contract comes in 2005 which will be a pension contract. This will no doubt be the most important contract ever for the skilled trades with the majority of us being ready to retire in the next six years. In my job as Skilled Trades Chairperson, I will be working very closely with John on the national level, and look forward to it!

United Skilled Trades Committee

It is in the best interest of the Skilled

Trades membership if we have a united Skilled Trades Committee. As Chairperson, I will work with all your elected reps, and when called upon be there to assist your committee-people or your Districts.

We have a lot of work to do over the next 14 months, and it will go a lot easier if we all are paddling in the same direction. The elections are over, let's work together for the membership!

Note: The new COLA increase will be 25 cents for a total of 30 cents.

In Closing

My new role begins on January 13, 2003, and between now and then I will be tying up any loose ends in District 10, and beginning the transition with John Scanlan.

I wish everyone all the best of the season, and if you're working through the holidays please work safely, so you can get home and enjoy time with your family!

Remember if you have a problem, first see your supervisor, then call your Committee-person. If you still need help call your District. Finally if all else fails call your Skilled Trades Chairperson!

My number is 905-644-3780 or pager number 1-800-361-6793 ID 3780. ♣

Taking Precautions Before The Job Starts

We would like to take this opportunity to wish you and your family a safe and joyous Holiday Season.

Pre-Job Hazard Awareness

Our last *Oshaworker* article explained the importance of Pre-Job Hazard Awareness with respect to asbestos in the workplace. Well it works!

WFG (World Wide Facilities) pipefitters were assigned weekend work and a Job Hazard Awareness was conducted by the skilled tradespeople. A question arose about the pipe covering. Because the tradespeople asked the question, "What is it?" work never started. An asbestos removal company was called in and removed the questionable material. Hats off to the skilled tradesperson for asking the question. We will continue to pressure the company to make pre-job hazard awareness a number one priority when work orders are assigned. This procedure is a proactive move, not a reactionary approach. Once again — ask questions before you begin any work assignment involving workplace hazards.

West End Parts Building Cribs

A work order has been issued to assess the exhaust system in the machine shop and tooling grind area. Engineering will look at the exhaust venting and will make recommendations to make sure these systems are running at peak performance.

Fluke Multi Meters: Recall

We have conducted an audit through all your joint Health and Safety Committees region-wide on a recall by Fluke™, the manufacturer of multi meters used by General Motors. This audit will purge any recalled meters out of General Motors.

Overhead Safety Inspection

Training continues in the Car Plant with a commitment from the Company to complete training for supervisors and tradespeople by the end of December. Truck Plant trades in T800 will resume overhead training in the New Year. Once again the whole concept of this over-

HEALTH & SAFETY REPORT



BY

**Larry
Carroll**

Certified CAW Skilled Trades
Health & Safety Representative



**Al
McPhee**

Alternate Certified CAW Skilled Trades
Health & Safety Representative

head safety inspection training is to standardize the overhead inspection region wide, to bring commonality to all plants on how we inspect the overhead equipment.

Stamping

On November 7 we participated in the MPS (Monitored Power Systems) training roll out for Bay 12. As of the *Oshaworker* deadline more input and discussion will continue on this training.

Press On Regardless!

We want to thank the workers who are not content to "sit on their hands." These workers initiate discussion that can sometimes lead to what management might deem "stepping out of line."

Safety is many times a difficult thing to get your arms around, but many voices speaking in a positive manner can go a long way to reduce the hazards in our workplace.

Red tape seems to abound, but the pursuit of common sense answers to problems is what we must focus on — regardless of the roadblocks put in front of us.

Stop And Talk!

Recently the various Joint Committees around the Autoplex have attempted to address the issue of people talking on cell phones and "Mike" radios while walking or driving mobile equipment. Managers need to show by example that this is a workable policy. We have not observed the change coming from the "top down." Everyone is busy — but when someone calls you on an electronic leash, stop! and go ahead — talk!

Till next year, Play It Safe! 🍁

Big Three Bargaining Victory

The following editorial appeared in the Toronto Star on October 17, 2002:

More Than Money

In most textbook models of collective bargaining, higher wages are assumed to be the central objective of unions, and investment is taken to be a prerogative of the employer, alone.

But Canadian Auto Workers President Buzz Hargrove turned those models on their head in the recent set of negotiations with General Motors, Ford and DaimlerChrysler.

In each case Hargrove went after new investment to protect job-threatened workers, and in each case came away with substantial commitments from the automakers.

GM agreed to \$800 million in new investment that will not only give Oshawa a state-of-the-art paint shop, but make it the lead plant in developing a new four-seater pickup truck.

At Ford, the company will invest \$600 million in a plant upgrade to produce the next generation of the Windstar minivan and a luxury Mercury Monterey minivan. With that investment, Ford had guaranteed jobs for 900 of the 1,400 workers who faced layoff with the closure of the Oakville pickup truck plant that is slated for July, 2004. The remaining 500 workers will qualify for early retirement. On top of that, Ford agreed to an \$800 million plan to introduce flexible manufacturing at the Oakville facility that would allow several models to be produced on the same assembly line — if government is prepared to help.

And at Chrysler, the union won a commitment for a near \$1 billion investment in a new Windsor plant to make engines or a new vehi-

cle, offsetting the termination of Dodge Ram van production that would have cost Windsor workers, 1,100 jobs.

While Hargrove sought those investments to protect his members, all Ontarians owe him a debt of gratitude for his determination to keep the province's most important manufacturing industry strong and up-to-date.

Hargrove has demonstrated that nationalistic unions can play a vital role in protecting jobs in globalized industries that have competing plants all over the world. But Nationalism alone didn't win these important investments from the Big Three. The ace Hargrove had up his sleeve was the workforce he represents, which has consistently proved itself to be one of the most productive in the world. 🍁

Truck Plant Holiday Pay Explanations

In Department 26, Paint Shop, management is looking into refurbishing the finesse lunchroom. We have had numerous meetings on this issue and at the present time management has indicated that restoration will occur during the 2003 calendar year. We will provide more information as it becomes available.

Special Payment

The \$1,500 special payment will be issued on your pay stubs issued on December 5, 2002, for all active members. Eligibility for the special payment is outlined under the provisions of Appendix "S" in the Master Agreement. In order to qualify you must have worked the minimum of 1,000 hours between July 1, 2001 to June 30, 2002.

Failure to work the minimum hours will generate a five percent reduction for each 50 hours (or fraction thereof) short of the 1,000 hour minimum. If you have any questions concerning eligibility please contact your Zone Representative.

Christmas Qualifying Provisions

In order to qualify you must have worked the last scheduled workday prior to the Christmas holiday period and the first scheduled day after the holiday period. Since the Truck Plant Management has announced that there will be no scheduled production for January 2 and 3, our first scheduled day after the Holiday period will be Monday, January 6, 2003.

If you fail to work either the last scheduled work day prior to or the holiday or the next scheduled day following the holiday you will be disqualified for two holidays in the Christmas period which follow or precede such scheduled work day.

Night Shift Premium – Christmas Holidays

Each year there are a number of inquiries on how the Night Shift Premium (NSP) is derived for the Christmas Holiday period and why are there variances in premiums paid from one person to another?

Calculations are based upon the provisions set forth under Document 64 of the Master Agreement. The Company calculates each employee's gross night shift premium based on the 50 pay periods immediately following the preceding Christmas holiday period and the balance of each employee's gross earnings for the same period. The gross earnings figure includes straight time base pay, overtime-premium pay, cost of living allowance and holiday pay.

In other words, if you take your "Total Gross Earnings" for the 50 pay periods prior to Christmas and subtract the "Total Gross Night Shift Premium" paid for this same period this will give you a "New Gross Earnings Total." If you then take the same "Gross Night Shift Premium" and divide this amount into the "New Gross earnings total" this will determine the percentage used to calculate your NSP for the holiday period.

The reason there are variances in the premiums paid over the holiday from one person to another is based on the premium paid in conjunction with your total gross earnings.

Example 1 — If you're a Third Shift member and every hour of overtime worked has been worked on third shift then you would receive a 10 percent NSP for the Christmas Holiday Pay. If you're a third shift employee and most of the overtime you have worked was on day shift, where there is no premium, then of course you would receive less than 10 percent NSP.

Example 2 — If you're a swing shift employee and you have worked every hour associated to your particular shift, then you would receive a 2.5 percent NSP since half your hours worked were based on an afternoon premium of five percent.

Also, under this example, if a swing shift employee worked most of their overtime on the Third Shift, then you would receive more than a 2.5 percent shift premium. Whereas, another employee on the same

shift may have worked most of their overtime on the day shift with no shift premium, then of course they would receive less than a 2.5 percent shift premium.

If you would like your individual circumstances discussed and explained please don't hesitate to give me a call.

This same principle is used under Document 68 of the Master Agreement in calculating Night Shift Premium for Summer Vacation Pay.

In closing, I would like to wish all of our members and their families a safe holiday and a Merry Christmas. I hope everyone enjoys a prosperous New Year. ❄️

DISTRICT #13 REPORT



BY

Jim Beaudry

District #13
Committeeperson

Updating District #2 Membership

Let me begin by wishing all members and their families in the Body Shop a Merry Christmas and a safe and prosperous New Year.

DISTRICT #2 REPORT



BY

Kevin Gray

District #2
Committeeperson

Plant Upkeep

I'd like to thank Rick Cowle, our Certified Shift #1 Health & Safety Representative, for his active participation in our safety walks with body shop management to ensure that our District Working Condition letters pertaining to housekeeping issues are strictly being upheld to the terms that were negotiated between the parties. This is done to demonstrate to management the need for possible additional personnel in order to maintain a properly cleaned facility.

Attention Preferential And Newly Hired Employees

Various Bulletin Boards across the facility may contain information postings on Car Pools, Rooms for Rent, Shared Accommodations, etc. If you require a complete housing list for available accommodations in the Durham Region, please contact our Union Counsellors Steve Bobas at 905-644-4283 or Sharron Kehler at 905-644-4282.

Union Elections

Congratulations to all recently elected union representatives. We look forward to having you join with the united elected representatives of the Body Shop in dealing with the challenges that lie ahead.

Special Thanks

I would like to thank all the staff of CAW Local 1136 and the Service Representatives at our Local 222 CAW Union Hall for their help and assistance to myself and the members throughout this past year. On a personal note, I would like to thank my family for their continued support over the past year. I love you dearly.

In Closing

If you need my assistance in any manner, please contact me at pager #1831 or call my home at 905-433-4040 or my office in the plant at 905-644-3172. ❄️

Avoid Going Time-For-Time If On EDB

First of all, to everybody who attended the Fifth annual Chassis Christmas Dance. I know a good time was had by everybody. A lot of hard work is involved to keep the dance a great success. The people involved, please keep up the great work. Thanks again until next year.

EDB Reminder: Avoid Termination

I would like to make my yearly reminder to all people who are out of work on Extended Disability Benefits (EDB) who did not have 10 years seniority at the time they last worked and went out on EDB. If an employee is on sick leave, pursuant to Paragraph 74 of the Master Agreement, for a continuous period equal to the seniority the employee had acquired at the time from such period from your last day worked, you can be terminated. For example, if you worked seven years, and had a car accident, after one year of S&A benefits you would go on EDB as a result of your condition. If you could not return to work before you had gone time-for-time (seven years worked, seven years sick) the company would send you a letter about a month ahead of time informing you of the need to change your status. If they forget to send the letter, they'll say "oh well, too bad" and you will be terminated under Paragraph 54(f) of the Master Agreement.

If you think you are in this situation, please contact myself or a pension rep before it is too late. It is better to be safe than sorry when your benefits and job are terminated forever.

New Hires

If you are a seniority employee you will receive 64 hours of pay for the Christmas period, provided you work the last schedule day before Friday, December 20, 2002 to return Wednesday, January 1, 2003 at

10:30 p.m. third shift, or Thursday, January 2, 2003 rotating shifts.

Also if you acquire your 90th day within the Christmas period you will receive pay for the 90th day and the remaining Christmas days. In your fourth month your health benefits will start and your cards will be sent. You are not covered for dental, hearing, vision or legal service until you have one year's seniority.

1999 Signing Bonus Appeal

The monies should be paid out this month or early in the new year. These monies have been a long time coming. If you have not received anything by the end of January you should come forward. I do have a list of everybody who signed up for the appeal. If you failed to sign up, it is too late.

This being the last issue before Christmas, I would like to wish everybody a Merry Christmas from my family to yours. I would also like to thank all those people who, over the past year, have supported and helped me. First the membership for allowing me to continue to serve you, second to the staff at the Union Hall (CAW Local 1136) for all their help over the last year, along with the Service Reps and most of all, my family for having the patience for all the calls I receive daily and nightly at home, for allowing me the time to represent the membership at all times.

Until next year, I'm only a phone call away, in-plant 905-644-4695, pager *97-4694.★

DISTRICT #6 REPORT



BY

Doug Sanders

District #6
Committeeperson

New Crewcab Bringing Changes

As we head into the Christmas shut-down District #1 will be seeing the first of many changes due to the new crewcab model. As a result of this, trim and hardware and body shop will be increasing in manpower to cover the new jobs required. It will be no surprise, however, that you will be seeing more salary people in your area and their agenda will be to make sure all jobs are closely scrutinized to ensure they meet their maximum work load.

For this reason we spent a lot of time at 2002 bargaining ensuring that the standards language was improved to protect the membership we represent. As of the New Year the newly-negotiated 100 day letter will come into effect. This language will cut down on the old practice of workers coming into work on a daily basis to see their job has changed again. Like any new language there may be some hurdles and growing pains associated with the new language. I trust that if there are problems your zone committeeperson along with the standard representative will work through these problems and keep me informed about the problems and the resolves. I am always available if they need to

contact me for assistance. Don't be fooled if your supervisor agrees with you that the job is not set up right as he or she has attended the company's go fast workshops to add their input on your job changes. In my elected years I have yet to see a supervisor resolve a standards dispute.

On the material handling side of District #1 there will be a lot of activity throughout the department. We will be experiencing changes not common to this department in the past. Myself along with Cal Pettitt spent a lot of time in 2002 bargaining addressing old concerns as well as future concerns related to the new crew cab allocation. During bargaining we achieved a commitment from management that no one will be reduced from Department 50 as a direct result of the crew cab allocation, except through attrition.

This, however, does not mean that the company will not be relentless to achieve annual efficiency gains. But as a result of new standards language for indirect labor we have stronger tools at our disposal to challenge the company's lean agenda.

Since negotiations, concerns have been raised regarding the double shift overtime

DISTRICT #1 REPORT



BY

Greg Moffatt

District #1 Committeeperson

asking procedure. Your Truck Plant Committee is aware of the concerns brought forward by the membership surrounding this issue and is presently working through these issues with upper management.

Throughout the years in our plant we all know that many unfounded rumours are circulated around the shop floor. These certain individuals do not know all the facts surrounding the issue that they speak of. If my name or any other union rep's names are mentioned you should contact them directly so you have all the facts pertaining to the issue.

In closing I would like to wish you and your family a safe and enjoyable holiday season.

I can be reached in the plant at 905-644-2480 or pager *97-2480 or from outside the plant at 1-800-361-6793 pin# 2480. Until Next Time.★

A Time To Count Our Blessings

For a number of years now, General Motors has boasted about their safety records throughout the corporation, and how safety is an "overriding priority." I totally agree that the health and safety of our members is and should be top priority within our plants, but what concerns me is whenever there is an accident involving mobile equipment (lift trucks) it usually results in some form of discipline to our members involved.

Recently within our District we have experienced just that, so my advice to any of our members who operate mobile equipment is to use care and caution while driving. Our workplace has become extremely busy in regards to pedestrian traffic as a result of three shifts, and also the workload within material handling in some cases has increased as the company continues to make efficiency gains.

If any driver experiences a potential safety hazard, report it to management immediately and if it is not addressed, request your CAV safety rep. Also, do not take short cuts which could result in an accident. Take the time that you are allowed to perform your assignment, and if you feel there is not sufficient time to perform your assignment, you have the right to request your Committeeperson, and if still unresolved, your Union time standards representative. Let's not give the company an opportunity to discipline any of our members.

Elections for our third shift committeeper-

son and Alternate are now complete, and I would like to take this opportunity to congratulate Mike Munce, who was elected Committeeperson, and Chris Scott, who was elected Alternate, to represent our members on the third shift. Zone 71 is now the largest zone within our District as Mike and Chris are now responsible for all production within the trim shop, material handling, reliability and the tech store. There is no doubt with a zone this size your elected reps will be extremely busy, so please be patient when requesting your Committeeperson; they may not be able to respond as quick as on the swing shift where there are two, but your calls will be addressed.

On November 6 the new Car Plant manager, Simon Boag, introduced himself to the Car Plant Shop Committee. I personally was beginning to wonder when this guy was going to take time out of his busy schedule to meet the Car Plant Committee, as we had been back from bargaining since September 22. In any event, Simon went on to say he had heard nothing but good things about the Oshawa Car Plant and its employees. He also went on to inform us that he had no plans to make any major changes within the plants and was hopeful that our success continues. Time will tell.

With Christmas just around the corner and another year coming to an end, we should remind ourselves and be proud of our accomplishments as a Union here in Oshawa. All three assembly plants won quality and pro-

DISTRICT #7 REPORT



BY

Chris Buckley

District #7 Committeeperson

ductivity awards, worked enormous amounts of overtime, were given new production allocation for both Car and Truck Plants. A third shift added to the Car Plant, a new paint shop for the Car Plant, full employment, and a new three year collective agreement with gains made throughout.

The entire membership should be very proud of themselves and the above accomplishments, which all amount to job security and our futures. General Motors should be very grateful as none of these things would have been possible if it had not been for their number one asset, which is you the members, who produce these world class vehicles and maintain their plants.

In closing, this time of year for many is not as cheerful or happy as it is meant to be. It's a time of year that puts a financial strain on many who are less fortunate. Please remember to contribute to your local food or toy drive in order to help make someone's Christmas merry.

I would like to wish you and your loved ones a Merry Christmas and a Happy New Year. 🍁

GM Has To Get A Grip On Reality

Iwould never expect this company to go out and pat its workers on the back and commend them all for a job well done. Never has the quality been as good and the man-hours per vehicle been so low. These accomplishments are the direct result of our members' work ethic and accepting the responsibility that building a quality product in a minimum amount of time produces job security.

I do, however, expect the leaders of this company to realize when enough is enough. They must realize that they have maximized production and they have reached the limits. They can spend all the time they want in the engineering boardrooms trying to get more creative on finding ways to reduce heads but it doesn't take an engineering degree to figure out that there are only 60 seconds in a minute. Our members cannot and will not do 65 seconds work in 60 seconds. It's imperative that this company diverts its energy to the

launch of the new crewcab, ensuring that it is a successful launch.

The company put out a bulletin dated October 28, 2002 that there will be no production scheduled Thursday, January 2 and Friday, January 3, 2003. Their supervisors will notify members required to work these days. It would be a good time to put in a remain at work or cancel the one you have in as they could come into play during this period. Your holiday entitlement has been increased by 28 hours beginning in January which should be taken into account as you plan your holidays for the year.

The canvass for the next two SPAs has been completed, with a few minor issues that I believe can be worked out.

Our brothers and sisters from St. Catharines have questions on whether to take a recall if such an event should occur. This is a decision that only they can make and none of us have a crystal ball to tell us what the

DISTRICT #11 REPORT



BY

Keith Osborne

District #11 Committeeperson

future holds. If one was to accept a recall to St. Catharines it means that you have quit here in Oshawa and you would have to re-apply as a preferential hire again if you were laid off from St. Catharines at a later date.

All members who are on Sickness and Accident or Compensation but expect to return prior to or immediately following the Christmas holiday period should ensure that they get their status changed so they receive the full Christmas Holiday Pay entitlement.

In closing I would like to wish all of you and your families a safe and enjoyable Christmas holiday and prosperous New Year. 🍁

"Team" Concept?

GMS, Team Concept or any other fancy words Generous Motors may throw at you, is coming near you in the Oshawa assembly plants soon.

The process is uses small groups of people to watch over each other instead of the traditional way of doing business. The company seems to think the increased workload on Group/Team Leaders will enhance their productivity. It also tries to pit worker against worker. Don't get caught in the weasel ways of this new concept. It's just another way of some kind of job elimination.

In these so-called tough times it makes no sense to spend millions of dollars trying to retrain (brainwash) the most productive, cost-efficient workforce in the GM North American chain. This American way of shop floor management is throughout all of the plants south of the border. It's the same plants that are all ranked lower in quality, throughput and profits than all three of our assembly plants here in Oshawa.

Shouldn't the Americans be taking a look at our plants and trying our methods?

Nonetheless, the company runs the business, not the Union. However they should realize that change isn't always a better way of doing business.

Hardware — Trim Shop

I couldn't help but to grin when upper management in Hardware came clean and recognized the good work the Pontiac pilot

people are performing. Originally some were against the posting by seniority on these jobs and wanted certain hand-picked people. This shows that Department 94 workforce has the ability and knowledge to take on any special task, even when we use seniority!

Non-Skilled: 43P

There were two temps who have been working in 43P for some time. Finally transfers were called out and the two highest paragraph 62s on the list will be replacing the two low temps. What took so long was management on certain levels were outright "lying" (I won't retract that word) to me when they said transfers were sent out in late September. I have always been up front with management and I expect the same back. I hope I have made my point and feel the paint shop labour rep should get off his butt and get to the bottom of this so-called runaround.

Union Wannabes

Believe it or not the majority of management like the Union. Most would not openly admit this but deep down it's true. Because of this, let's call them union wannabes. For instance, it's the Union that negotiates every three years to increase wages, pensions and benefits for our membership. Management sits back and simply gets the same increases or more on the backs of our agreements at negotiations. Also I do believe they envy the Union because of our solidarity in the major-

DISTRICT #4 REPORT



BY

Ron Carlyle

District #4 Committeeperson

ity of our ranks. After all, look at the recent suspensions of some members of management lately. If management gets disciplined they have very little recourse to fight it, something that unions wouldn't put up with. So the next time you see your Supervisor, look them in the eye, wink and ask them if they're a "union wannabe."

"Hide The Employee"

The Car Plant Shop Committee was successful in negotiating a clerical department for the entire Car Plant (Department 99). This should help the Union in policing who is actually doing clerical work and make sure the company isn't using low seniority people on such full-time clerical jobs. The company in a lot of departments has played "hide the employee" by using their hand-picked people and hiding them, instead of honouring transfers, postings or canvassing for seniority members who can perform clerical duties. Hopefully this new department will help to curb these ongoing violations.

In closing, since this is the last issue of the *Oshaworker* for the calendar year, I would like to wish you and your family a very good, safe Christmas holiday season.

Until later, have a good day. 🍁

GENERAL MOTORS RETIREES

Our Best Wishes go out to the latest group of GM retirees. Good luck to each and every one of you. We wish you all the best in your future endeavours.



BY

Charlie Peel

Pension Representative



Bill Mutimer

Alternate Pension Representative

Name	Dept.	Years of Service	Retirement Date
Dickson E. Appiagyei	94	13.4	Dec 2002
Sylvia A. Anderson	10	47.7	Nov 2002
Siegfried Baron	49G	23.0	Dec 2002
David R. Hammond	68C	30.3	Dec 2002
Lorna M. Langford	61	24.9	Dec 2002
Prosper Lepine	94	18.0	Dec 2002

Name	Dept.	Years of Service	Retirement Date
Dieter Letz	83	26.4	Dec 2002
Gary I. Rohrer	94	30.2	Dec 2002
Stanley J. Selleck	4B	22.2	Dec 2002
Perry D. Zuber	94	21.7	Dec 2002

We would also like to congratulate Colin G. Broughton who retired from PPG on November 1, 2002 with 22.5 years of service. 🍁



Support The United Way

Calling The GM Benefit Centre

The phone number for your Benefit Centre is 1-877-442-4625. To use the system you must have a touch tone phone. Please listen for the directions supplied to you, and if you miss something it will always let you return to the beginning.

The first question you're asked is if you want English, if yes, press 11. then it will want your Social Insurance Number (SIN), press in all nine digits of your SIN. Then you will be asked for your PIN (Personal Identification Number). Each employee must have their own PIN to access any further information. Then press the # key or symbol (bottom right of the phone keypad).

If you do not have a PIN, press 99 plus the # key, and follow the directions provided. A new PIN will be mailed within three to five days.

The system now offers you the opportunity to receive

1. Pension Information
2. Employee vehicle information

3. Tuition assistance program
4. Health care and group life insurance
5. Tips and time-saver information

If you need to talk to an operator, press *0 (the star key and zero). You may want an operator for address changes, direct deposit changes, marital status changes, information on your pension deposit amount, etc.

\$60,000 Job Security Incentive

At time of writing, 120 letters offering about 20 opportunities to retire have been sent out. The 20 could change depending how many names are on the preferential hiring list. If there are more preferential hires, job reductions, etc., then more letters will go out. So as you can see, it's unlikely to know until the last minute if any or how many will be offered in the future.

Please be ready and think seriously if you want to retire or not, if you say "no," nobody has any idea how long before you will see it again. I don't think anyone believes GM has

PENSION REPRESENTATIVE'S REPORT



BY

Charlie Peel

stopped reducing the workforce but again we may never see the large volumes of retirements experienced over the last nine years.

We have a total of over 1,600 \$60,000 incentives when you combine the Doc. 12s and 13s, but how many we will be able to utilize is the unknown question.

Hopefully by March/April 2003 we will have some idea if anymore may occur in 2003.

Here's hoping you have a merry and joyous Christmas holidays.

If you need us, put a call in for your pension rep through your supervisor only, by fax 4608, or pager or phone. ★

It's Time To Plan

As we stated in our last article, these Document 12s and 13s are not going to be plentiful. The time has come for each of us to decide when do "I" want to retire? Personally, as I have said before, my plan to retire is to go March 1, 2013 when I'll be 55 and I'll have 35 years of service. The only way I will deviate from that plan is if something unforeseen were to happen. My plan also does not include a cash payout from GM. If one is available, fine, if one comes a little earlier than March 1, 2113, I may think about going early, but I'm not waiting around after my planned retirement date.

I can't predict the future and if I don't know or can't be guaranteed a package by waiting around, I can't say what I would do. I will say this, make your retirement plans based on "your" situation, on "your" income, on "your" needs and lastly when "you're" ready. "You" should decide when "you" want to retire, not GM. That's what our 30 and out plan was all about, "you" retiring any time after 30 years when "you're" ready.

Now yes, for the past six to nine years anyone retiring got some incentive. However prior to that, many retired with just their pension. I have had the opportunity to talk with many of them and they're still enjoying their retirement, even though they had no cash payout when they left.

It sure has been nice to see our senior

members leaving with some cash these past few years, but things have changed here in Oshawa. This is the first time in a long time that GM is finally hiring and we're treating this as bad news? I understand it's hard to take if you're coming up to 30 years. You've seen members leave in the past six years with a booty of money, some with less than 30 years, and now it's your turn and there is nothing there. Because these incentives are geared to job loss, if no one is on layoff, no incentives are available. "You" and only "you" have to decide, do you want to wait around until GM starts laying off again or will you retire when "you" want and forego any cash payout?

This is where planning comes in, if your plans are such that you "need" that \$60,000 in order to retire, you're at the mercy of the company. You'll only get the cash if we have layoffs and it reaches your seniority date. If you instead make your decision on just your pension income and go when "you're" ready, \$60,000 or not, if a package is there it's a bonus. If you like your job and don't mind waiting around, you might get a package in the coming years, but you might not. By planning your date you'll have control as to when you go, if things turn real sour and a whack of layoffs result, they'll be plenty of incentives available, but no jobs means no hiring, no work for future members of our community. Is this what we want? I think not.

ALTERNATE PENSION REPRESENTATIVE'S REPORT



BY

Bill Mutimer

I think we have to start trying to negotiate a true "retirement incentive" instead of "job security incentives." It may not be \$60,000 but something we can hand our retirees, the people who made GM huge profits over their 30 years, so they can then include this in their "plan" to retire. This would at the same time provide job security as many may retire instead of waiting for layoffs, thus causing openings and yes maybe hiring. I think that's a better scenario than the one where we need layoffs before anyone can retire with an incentive.

In any event the mindset of retiring with \$60,000 has to change and "you" should "plan" to retire without the \$60,000, or drive yourself crazy waiting for a downturn in our economy or car sales. Bottom line, the decision to retire should be yours. Don't let the company take that away from "you"!

Our next chance to negotiate "Pension Incentives" won't come until 2005 bargaining, until then it's all up to "you." We don't set out and "Plan to Fail," sometimes we just "Fail to Plan."

Until next time... ★

Some Useful Information

General Lay-Off Information

- Two weeks waiting period required for E.I. benefits.
- One week waiting period required for SUB benefits.
- Rate of pay while off work on lay-off equals 65 percent of your base rate plus cost of living (40 hrs X base rate plus cost of living) X 65 percent.
- E.I. claims are good for 52 weeks or 36 weeks of paid benefits.
- E.I. claims run from Sundays to Saturdays. Do not work on the Sunday if you are being laid off on the Monday. Any monies made on the Sunday will be deducted from your layoff monies for that week, minus \$103 E.I. allowable earnings.
- You should receive your first Teledec statement from E.I. no later than the end of the

SUB REPRESENTATIVES' REPORT



BY
Dave Murphy
SUB Representative



Dale Millson
SUB Representative



Terry Wilson
Alternate SUB Representative

fourth week after applying for layoff benefits.

- SUB benefit monies are paid by direct deposit and should be in your account by late Friday afternoon the week following the week your entitled to a SUB benefit (as is your General Motors pay cheque).
- Health care benefits are covered while on lay-off as long as you have SUB credits.
- Dental benefits — you must work one day in a month to have dental benefits the following month.

SUB Rate

$$\text{Rate} = (\text{base rate} + \text{COLA}) \times 40 \\ = ??? \times 65 \text{ percent}$$

Listed below is an example.

$$\begin{aligned} [(\$28.79 + .05) \times 40] &\times .65 \\ (28.84 \times 40) &\times .65 \\ \hline 1,153.60 &\times .65 \\ \hline 749.84 \end{aligned}$$

see **USEFUL** – page 25

1999 Bonus Appeal Update

There has been some progress, with E.I. pulling 10 files to see how the claims are to be adjusted. The results were that these members' claims were suspended and that week was put back on the claimant's benefit period. What this translates to is that when the entitlement goes back in to pay E.I. there will be no week of entitlement for E.I. because it was used up at the end of the claim. What E.I. will do is back the claim up one week. This will generate a SUB payment for the week of October 25, 1999 that was previously paid back to SUB. Also at the end of the claim there will be a week now that SUB has only paid a partial

payment and E.I. entitlement for that week has been moved to the week of the 25th of October, 1999. Your SUB for this week should be topped up to full from partial. Most of the E.I. claims will be processed this way. There are a few claims that are different. Those on maternity and parental will be different and members on full SUB will also be different. We had a meeting with E.I. on November 22, 2002. We'll keep you posted with any new developments that arise.

I would like to wish everyone and their families a safe and joyous holiday season. Also I would like to thank all the people I deal with on a daily basis for their assistance. It

SERVICE REPRESENTATIVE'S REPORT



BY
Mike McPhee
Service Representative and Executive Board Member

makes the job I do for our members a lot easier. And finally thanks to my family for their support, understanding and acceptance, allowing me to represent our members in the manner I choose. 🍁

GM Vision And Orthotics Update

Vision Care

The vision care plan has been improved by increasing coverages to:

Single vision \$170 every 24 months

Bifocal \$225 every 24 months

Multifocal \$295 every 24 months.

The multi-focal amount may be applied toward laser eye surgery. It is very important to note that you must be eligible under the plan to qualify for laser eye surgery, i.e. it has been at least two years since your last claim. This benefit would be in lieu of any claim under the vision care plan for the next 48 months.

Orthotics

Orthotics coverage has been increased to two pairs within a 36-month period at the current maximum of \$400.

INSURANCE AND SERVICE REPRESENTATIVES' REPORT



BY
Don Thompson
GM Insurance Representative



Doug Crough
Service Representative

It is important to note that if your last orthotics claim under the plan was less than three years ago and the maximum plan allowable of \$400 was reached, then you must wait until the three years are up to once again be eligible under the plan. You must get a prescription from your doctor for the orthotics, or they must be prescribed by a podiatrist or chiropodist. The orthotics cannot be prescribed by a chiropractor.

It is important to note that you can take your prescription for the orthotics to a chiropractor or orthotics supplier of your choice.

The Parties have agreed to work toward establishing a participating provider network for orthotics.

We would like to take this time to wish everyone a Merry Christmas and Happy New Year. 🍁

Many New Hires Commence Green Shield Coverage

For all you new hires out there, this month you should receive your Green Shield card which will make you eligible for our drug program, which is brought to you by the Union. Your co-pay is 35 cents. If you do not have your card give us a call. You must have served 90 days and in the fourth month you qualify.

Just to let you know I will be at CAW Council and GM Council in December, and leave for my annual holidays on December 18 and with one week SPA I will be back on January 20. The person filling

in for me will be Christiaan Timmermans, a very dedicated unionist. He will also have my pager: *97-8049 or 1-800-361-6793 ID #8049.

In closing have a safe and merry Christmas and don't drink and drive... Remember trust the union not them...

INSURANCE REPRESENTATIVE'S REPORT

BY

Dave Thompson

GM Insurance Representative



Safety: On A Positive Note

In the last few months, things have definitely kicked into high gear. Our weekly managers safety meetings are a success and we have been able to make quite a few improvements by introducing some new and some old ongoing issues and having them recorded on the minutes until the proper corrective actions have been implemented. I should also thank the committeepeople in my area for their useful input.

You may also see me out on the floor in various areas doing safety tours and housekeeping audits. I'm happy to say overall the housekeeping is getting better but I fail to see how so few people can fulfill so many obligations to keep our facility "world class" clean.

If you're having cleanliness problems in any specific area of the body building or stamping, call the Robinson Group at 5641.

Although at times the workload seems insurmountable what with attending the many necessary meetings, doing equipment buy-offs, incident investigations and keeping up with workers' concerns, it is all made worthwhile by the sense of accomplishment that comes with seeing necessary improvements and corrective actions implemented to improve health and safety conditions in our large facility.

Green Line... What Green Line?

I know most of you are familiar with the green line that runs along the floor in the more populated areas of our building where our lift trucks and tuggers must interface with pedestrian traffic. This line lets you know which side of the aisle has been determined to be the safest to walk on and you should follow it. It will also help our sisters and brothers driving lift trucks know where to look for you.

The Beat Goes On...

Given the fact that many people are alone when they suffer heart attacks and once they

begin to feel faint, they have approximately 10 seconds before losing consciousness. To help yourself, start coughing repeatedly and vigorously. Take deep breaths in between and your cough must be deep and prolong as if you're coughing up phlegm from your chest.

Repeat the deep breath, deep cough regimen until help arrives.

Breathing deep delivers oxygen into your lungs while the coughing movements massage the heart and keep the blood circulating. The massaging of the heart also helps it regain its normal rhythm. (Based on an article from Rochester Memorial Hospital's "Health Cares.")

Do Inmates Run The Asylum?

Canadian researcher Robert Hare, a renowned expert on psychopaths has recently suggested some of the recent blue chip accounting scandals might have been prevented if all CEOs were screened for psychopathic

HEALTH & SAFETY REPORT

BY

Rick Cowle

CAW Certified H&S Rep,
Body in White/Trim/South Stamping



behaviours. In most cases, corporate headhunters rely on resumes and personal interviews, which is a process that the average, textbook psychopath can breeze through.

Psychopaths are characteristically deceitful, as well as having little or no conscience for their resulting behaviour. These individuals are cold blooded, callous and do not care about other people's thoughts or feelings. Hence, their arrogant, manipulative nature makes them prime candidates for promotions within large corporations, surviving on ruthless mar-

see SAFETY – page 26

Useful Information – continued from page 24

\$1,000 Signing Bonus

As of the deadline for articles for the **Oshaworker** we have not been informed as to when the E.I. office will be processing any payments for the signing bonus appeal that was won by your CAW representatives. We will keep you informed though our **Oshaworker** articles.

Union Benefit Requests

When having your supervisor put a call in for us make sure your supervisor faxes the call to the correct fax number of 4608. If you haven't seen us within a couple of days after you have put in the call, ask your committee person to page us for you. We have had a lot of supervisors faxing the calls to the wrong fax number.

When asking your supervisor to fax a call

to any of your in plant benefit representatives be sure your supervisor requests the correct representative, SUB and E.I. rep, pension rep or insurance and health care rep.

In plant phone numbers

Dale's office number is 905-644-7839, inside plant pager *97-8099, out of the plant 1-800-361-6793, pin 8099.

Dave's office number is 905-644-1541, inside plant pager *97-8525, out of plant 1-800-361-6793, pin 8525.

Terry's pager is *97-8555, out of plant pin 8555.

On behalf of your SUB representatives we would like to wish you and your families a very Merry Christmas and a Happy New Year.

Until next time, take care.

Asbestos And Gate 5

If it is the vision of the Oshawa Car Assembly Plant to become the best vehicle manufacturing facility in the world, then the safety of its employees has to be given top priority. Two very expensive and major safety issues have come to light that need to be addressed. For any plant to claim to be the best facility worldwide it has to be asbestos-free. The Car Assembly Plant must also ensure that it is safe for its employees to walk from the parking lot to their job.

Season Greetings

First, on behalf of the Executive Board of CAW Local 222 I would like to wish the entire memberships of CAW 222 and CAW 1136 a very Merry Christmas and Happy New Year. To all the people who work in the Car Body/Hardware and South Stamping plant with me everyday I wish you a safe and very happy holiday this year. God knows you all deserve it.

Asbestos

While we don't have any agreement to remove all the asbestos from the Plant yet, we do have several issues being addressed that are going to make the Car Assembly Plant safer.

We have now had several meetings with WFG and Car Assembly Plant Management about asbestos. We have been experiencing problems with running into asbestos on several job sites over the years and everyone has had enough. I believe this issue is now getting addressed properly and all the parties should start to see the improvements shortly. Manage-

ment has agreed to an Asbestos Awareness Course. Pre-job inspections will now take place. The asbestos survey books have now been given to more people. It is agreed that any asbestos discovered during our pre-job inspections would be removed, where practicable, by the outside contractor prior to WFG starting work. A safe work plan will be developed to detail PPE and other precautions to be taken when WFG forces discover any asbestos during the course of their work. A safe work plan will be developed to deal with any emergency work that must be done. All of these changes and any future changes will be addressed at the WFG Joint Health & Safety Committee Meetings.

It has also come to my attention that GM was buying equipment, replacement parts, or materials that contained asbestos. In most cases they could have substituted this material with other non-hazardous constituents. Management has agreed to investigate any items they purchase to determine if it contains any asbestos or other hazardous substance as part of its structure. In the case where there is no alternative, written approval from Jim Stockdale, Alan Dunn or Brad Cochrane must be obtained. The WFG Joint Health and Safety Committee will soon be doing audits to ensure this process is being followed.

Car Plant Management has also agreed to a go-fast meeting about asbestos. All the parties, safety, skilled trades workers, WFG management and engineering will further address all the issues raised above. I also plan to discuss an asbestos removal program for the Car Assembly Plant.

HEALTH & SAFETY REPORT



BY

Paul Goggan

Certified H&S Rep, Car Body, Hardware & South Stamping, Production & Skilled Trades and CAW Local 222 Executive Board Member (Trustee)

I would like to thank WFG employee Jeff Cowan for all his help with this issue. He is one of the many pipefitters that have been unnecessarily exposed to asbestos. Hopefully, these unnecessary exposures will become a thing of the past due to all the hard work Jeff has put into this.

Gate 5

Getting to work has never been more dangerous than it has since the start of the third shift. We have always had problems at Gate 5 but now it is unbelievable. Car Plant Management must come up with the \$1-\$2 million needed to build the bridge across Park Road that goes to both parking lots. The second issue that needs to be addressed is all the big trucks driving between the Body Building and Chassis as we are entering or exiting into the plant just before shifts start or end. Our last problem before getting to our job site is the lift truck in the aisle delivering stock while we are trying to get to our jobs.

For your information, it is my understanding that an outside firm has now been given the job to cost and make a drawing of what a bridge across park road would look at. Your safety reps have raised all these issues with Senior Car Plant Management several times now. We are still waiting for proper answers before anyone else has to get injured.

Always Remember

"There is no job so important or so urgent that it cannot be performed safely." Ask lots of questions and stay safe on the job. That's the best advice anyone can give a worker about safety. If you don't understand something, ask your Supervisor. Your Supervisor is required by law to answer your questions or get someone competent who can answer your questions. It is not good enough to tell workers that the safety department has approved your job, therefore it's safe. If you are not happy with your supervisor's answers then tell him/her you want to see your CAW Health & Safety rep.

Telephone

Until next issue, remember fighting back does make a difference. You can reach me at home 905-435-0900 or work 905-644-3608. My pager number is 1-800-361-6793 pager 3608. My radio number is also 3608. My e-mail address is paul.goggan@gm.com. Please remember that your Union cannot help you unless we know what your concerns are.

Safety: On A Positive Note –

continued from page 25

ket competition. These people have the ability to make drastic decisions quickly and not care about the impact on innocent bystanders. Makes you wonder, eh?

Butt Out For New Year's Resolution 2003

I will not waste a lot of time rehashing the known hazards of tobacco smoke on you (and your loved ones). But I will share some facts and figures provided from the Wellness Council of Canada. According to the Canadian Centre for Substance Abuse, more than half the substance abuse costs are tobacco-related accounting for \$9.56 billion lost productivity due to tobacco related illnesses or deaths. These account for more than \$6.8 billion.

If you've tried in the past, try again, prepare yourself, consult your doctor,

don't be afraid to ask for assistance — you're worth it.

A Christmas Wish

As the festive season approaches with all its hectic, demanding requirements, it really is meant to be a celebration of life, so take some time to enjoy and focus on what you do have. Never forget the less fortunate. Be grateful for time spent with your loved ones because neither you nor they will be around forever.

Please find it in your hearts to volunteer or to donate to your local food banks in your respective regions. Christmas is about love so let's all give a little bit to those less fortunate.

Finally I want to wish you all a very merry Christmas and a safe, happy and prosperous New Year. 🍁

Counsellors' Corner

When Males Have Been Sexually Abused

PART TWO OF A TWO-PART SERIES

A counsellor can help you understand the meaning of these indicators (continued from last month):

Difficulties With Intimacy: If you once trusted someone who abused you when he/she should have been protecting you, you may now have difficulty trusting anyone enough to enjoy a long-term intimate relationship. If you can function sexually only during "one night stands" or only have short-term relationships, it could mean that your family had power over you for a long period of time. Thus long term relationships remind you of this, and commitment to a long-term relationship may be difficult.

Dependency or Misuse of Drugs/Alcohol/Food: These substances are used to mask or suppress the pain of sexual abuse. Because these substances can be addictive, they can block your recovery. Recovery programs can be an important adjunct to sexual abuse counselling.

Self Abuse, Re-Abuse and Abuse of Others: If you feel worthless as a result of your abuse, you could turn your painful feelings against yourself, in the form of cutting or burning, or you may become the sexual aggressor. If so, you need immediate help because of the damage you would be doing to others. You might seek out situations where you are re-abused in a relationship, tolerating emotional abuse or play a masochistic role in sexual encounters.

Anxiety: If you have unexplained anxiety or panic attacks and need drugs to cope, you could be re-experiencing the same kind of panic you experienced while you were being sexually abused.

Blackouts: You might have learned to black out while you were being sexually abused as a defence against pain.

Flashbacks: Sudden intrusive thoughts about the sexual abuse might come when you least want or expect them; for example, when you and your partner are making love. When this happens it probably means that your sexual arousal is triggering memories of the abuse.

Nightmares: Recurring dreams remind you in some way of the abuse. A counsellor will encourage you to remember your dreams, write them down, as they can help you recall the feelings associated with the abuse.

Anger: As a male you may feel you're allowed to express and act out your anger. But, if you feel only anger, it means that

you're probably suppressing other feelings, such as shame, fear and loneliness. A counsellor can help you get underneath the anger and experience healthier emotions.

Shame: Sexually abused children share an underlying emotion of shame with all other survivors, male and female, making you feel unworthy as a person. Shame is also related to feeling responsible in some way for the abuse. For example, the abuser tricks you into believing you want to express your feelings for your own sex, a sexual independence. You now feel ashamed for being taken in. Shame can make you hold yourself apart from other sin your adult life. The snowball effect of this kind of shame reflects itself in abuse-related behaviour such as drinking or prostituting yourself, which adds to your shame.

Guilt: Guilt is related to shame and comes from the belief that you were responsible, especially if you accepted gifts or bribes from the abuser. You were not responsible.

Physical Symptoms: Frequent headaches, choking sensations, nausea in the presence of certain smells, blurred vision, floating sensations or pains in the genitals, buttocks or back might be related to your sexual abuse. If no medical reason for these symptoms can be found, a counsellor may be able to help you understand the reason for this.

How Can I Get The Help I Need?

First, be honest and admit to yourself that you may have been sexually abused. If you can't remember but have the above indicators, investigate further. Denial is the single biggest obstacle to getting help. Because of social attitudes, denial is usually stronger in men than in women. To admit takes courage. The next step is to look for a counsellor or support group or both, this is seen as "overcoming denial."

What a counsellor will do is help you fully overcome denial and begin to resolve the trauma of the abuse so it no longer has a negative effect on your life. You may be asked about your indicators such as alcohol or drug abuse, flashbacks and nightmares. Remembering and feeling may be part of recover.

Commonly asked questions by abuse sur-

UNION COUNSELLORS' REPORT



BY
**Sharron
Kehler**



AND
**Steve
Bobas**

vivors are: Wasn't I old enough to know better? If I was smart shouldn't I have been able to figure him out? Do you think there's something about me that turned him on?

What should I do about my abuser?

Laying criminal charges has the advantage of placing retribution where it belongs. It's a crime against society as well as a personal crime against you. You could sue in civil court and help defray the cost of therapy and lost time off work.

You may want to confront your abuser and your plan has to take the abuser's possible responses into account. Taking physical revenge could do you psychological harm or end up in jail.

Premature forgiveness can increase self-blame and block healing. It's your choice, to forgive or not to, either choice is valid.

Letting go is not the same as forgiveness. After you heal, you might then decide to do something about your abuser. Discuss alternatives with a counsellor or partner. It's important to talk to your partner about what's happening and what has happened.

Recovery is possible if seen as a process, not as a project with an end result. What is possible in recovery is that your sexual abuse symptoms will diminish, your self-esteem will increase, and your relationship(s) will be more satisfying. You'll be more in charge of your life. Symptoms almost disappear, relationships improve. This isn't perfection, but it's better than the hell you were living before the recovery began.

Suggested reading materials: The Sexually Abused Males; Broken Boys, Mending Men; Victims No Longer; Treatment of Adult Survivors of Childhood Abuse; Childhood Sexual Abuse; Male Survivors; Men Surviving Incest; Being Homosexual.

A list of authors and publishers is available through our Union Counselling Referral office.

In closing, we would like to wish all members, their families and friends a safe and prosperous holiday period and a very Happy New Year. Sharron Kehler can be reached at 905-644-4282 or Steve Bobas at 905-644-4283.✻

CAW Durham Regional Environment Council Going Strong

The results of the election for the CAW DREC Executive which was held at our regular meeting on the fourth Sunday, October 27, 2002 at 7:00 p.m. at the Local 222 Union Hall are:

President, Dave Renaud, (Local 222)
Vice President, Cecil Mackesey, (Local 222)

Financial Secretary & 2nd Vice President, Stan Nieradka, (Local 222)

Recording Secretary, Lorraine Coulas, (Local 1090)

Trustee, Doug Hart, (Local 222)

Trustee, Penny Ishii, (Local 112)

Trustee, Richard Nowak, (Local 222)

Trustee, Claudio Rotondi, (Local 222)

Trustee, James Van Kemp, (Local 222)

Trustee, Eric Wiggans, (Local 222)

Sergeant at Arms, Joyce Bonneau, (Local 222)

Sergeant at Arms, Rick Button, (Local 222)

We would like to say to the many CAW members who came out to the meeting to participate, thank you. It's very encouraging to see so many take a genuine interest in our environment and its surrounding issues.

Each one of the CAW DREC executives volunteers their own personal time with no monetary gain. They do this because of a genuine concern and regard to preserving and improving our environment for the good of all of us.

If you have any environmental concerns,

DURHAM REGIONAL ENVIRONMENT COUNCIL REPORT



BY

Dave Renaud

Durham Regional Environment Council President,
CAW Car Assembly Environmental Rep



Cecil Mackesey

CAW Durham Regional Environment Council
Vice President

please feel free to give the CAW Durham Regional Environment Council a call, e-mail or letter so that we may try to help address the issues. Contact information: Mail: 1425 Phillip Murray Ave. Oshawa, Ontario, L1J 8L4; Phone: 905-404-1279; E-mail: drenaud@cawdrec.com.

The Kyoto Accord: What's The CAW Position?

On November 17, 2002, four CAW environmental activists, Lorraine Coulas, Richard Nowak, Eric Wiggans, Dave Renaud and Loretta Michaud of the Workers Health & Safety Centre (WHSC) jumped in a van at 7:00 a.m. on the worst weather day of the year and traveled to Local 1520 in London. We did this against the wishes of many because we wanted to hear first-hand from Jim Stanford, CAW National Union Economist what the CAW's position on the Kyoto Accord is.

Canada signed the Kyoto Accord in 1997. It commits developed countries to cap and slightly reduce Green House Gas (GHG) emissions. Canada must cut its emissions by the year 2010 to 1990 levels plus an additional six percent. The U.S.A. signed on but

President Bush withdrew, possibly because he is bankrolled by Texas big oil money. Meanwhile, total emission releases escalate and climate change continues. Five years of arguing over Kyoto has made it so that we will have to play catch-up with the potential of 25 to 30 percent reduction needed to reach our requirements. The key test to all this is, can the world work together?

With all the negative hype that we've seen spewing out of the media recently it's no surprise that many of us are worried or confused on what the real impacts on us will be from Canada ratifying the Kyoto Accord. The Alberta Premier Ralph Klein and his backers are working the anti-Kyoto propaganda machine quite effectively by stating that the issues will be job loss, an individual cost to all Canadian citizens, a slowing effect on the economy and Canadian investment. This is what they want you to believe but as usual there is always another side to every coin.

The CAW is aggressively supporting the Kyoto Accord. We believe that the Kyoto will be good for the economy because it will mean more work, more investment, more innovation and a healthier environment. Jim Stanford was able to clearly explain to us economically how Kyoto is almost irrelevant to auto manufacturing on the grand scale.

CAW Local 222 will announce that either in December or January we will host an open forum for you to come and hear Jim Stanford speak on Kyoto and clear up many of the doubts you may have regarding the Kyoto Accord and its possible effects on your livelihood. We promise to keep you informed in future articles but please try to attend this important informational forum regarding Kyoto. Stay tuned for our scheduled date.

Climate Change Draft Plan: Achieving Our Commitments Together

The government of Canada has released a new report dealing with the environment. It is called Climate Change Draft Plan: Achieving our Commitments Together.

The government is asking for public's input
see ENVIRONMENT - page 29



This is the newly elected 2003/2004 CAW Durham Regional Environment Council (from left) Joyce Bonneau, Eric Wiggans, Richard Nowak, Cecil Mackesey, Penny Ishii, Claudio Rotondi, Dave Renaud, James Van Kemp, Lorraine Coulas, Doug Hart, Stan Nieradka and Rick Button.

Woodbridge Member Honoured

On November 14, 2002 the Workers Health and Safety Centre held its annual safety

instructor appreciation dinner at the CAW Local 222

Union Hall. Five Labour Councils attend this event from eastern Ontario. Each Council receives recommendations from local unions as to a person to be considered. The councils then in turn select one person and make recommendations to the Workers Centre of whom they would like to see recognized. This award is for years of outstanding service and dedication toward improving the work environment and well-being of Ontario workers.

We at Local 222 are very proud to announce that Sister Heather Stairs of Local 222, a Health & Safety representative at Woodbridge Foam was the member selected by the Durham Region Labour Council and the Workers Centre to receive this year's award. Heather is a well-respected Health and Safety Rep who is continually looking out for the well being of her fellow members.

As a Health & Safety Instructor I have had the privilege of working with Heather on a number of occasions throughout the years. The past three years she has been an active instructor in the CAW/WHSC Earth Day Program and last year assisted me in the program development for our area. On behalf of myself and the members of Local 222 I would like to join in congratulating Heather Stairs on this worthy accomplishment.

I would like to wish you and your families a Merry Christmas and Happy New Year. Please remember to play it safe, take a cab if you want to have a drink. ★

DURHAM REGION LABOUR COUNCIL DELEGATE REPORT

BY **Cecil Mackesey**

CAW/Workers Health & Safety Centre Instructor



CAW Local 222 is very proud to have Heather Stairs as a member. The Woodbridge Foam health & safety representative was presented with an award for outstanding service and dedication toward improving the work environment by Lyle Hargrove of the CAW National Health & Safety office at a recent Workers Health & Safety Centre dinner.

Environment Council Going Strong – continued from page 28

as to how they feel about this plan. We would like others to look at the plan and give the government some feedback. The plan can be found by visiting the following WEB pages: http://www.canada.gc.ca/main_e.html or <http://www.climatechange.gc.ca/overview/index.html>

From these web sites we found the following information which looks at things around the home that we as homeowners can do to reduce energy waste, reduce emissions, save money in the process and make our home more comfortable. There are many practical things you can do to reduce greenhouse gas emissions, and a great place to start is at home. Research shows that the average Canadian home produces 6.5 tonnes of carbon dioxide every year.

Check out these excellent tips:

- Turn off lights, appliances, televisions and the computer when they're not needed.
- Seal all leaks around doors, windows and cracks where heat escapes from your home — and save up to 20 percent on your heating bill.

- Insulate when you renovate. Over the years, a small up-front cost can pay for itself several times over in energy savings.
- Check the EnerGuide label. When buying new household appliances, room air conditioner or vehicle, the EnerGuide label can help you select the most energy-efficient model that meets your needs.
- Install a programmable thermostat to automatically change the temperature of your house at different times of the day. For every degree you lower the heating level, you'll save two percent on your heating bill.
- Use energy-efficient lighting products, like compact fluorescent bulbs. They last 10 times longer and use 75 percent less energy than regular bulbs.
- Clean your furnace filter regularly and keep your furnace properly tuned. A well-maintained unit uses 10-15 percent less energy.
- Install low-flow showerheads, which use up to 60 percent less water than con-

ventional showers. Fix leaky faucets immediately. At one drop per second, a single leaky washer wastes the equivalent of 16 hot baths every month.

EnerGuide For Houses

Homeowners across Canada are finding out how they can reduce greenhouse gas emissions and save money by increasing the energy efficiency of their homes. It's part of a national program — EnerGuide for Houses — that provides homeowners with an energy efficiency rating for their homes, similar to the EnerGuide label for household appliances and vehicles. Homeowners are given unbiased, expert advice on how to make their homes more energy-efficient, which in turn cuts their greenhouse gas emissions. The rating is a great way for people to compare homes on the basis of their energy efficiency. EnerGuide for Houses information, including the names of delivery agents across Canada is available at <http://oee.nrcan.gc.ca/houses-maisons> or by calling 1-800-387-2000. ★

Physical Effects Of Alcohol: Some Dangers

Although recent studies indicate that moderate drinking — no more than one or two drinks per day — helps to prevent coronary-artery disease, chronic drinking leads to a wide array of health problems and diseases, even death.

Up to 30 percent of all hospitalizations in Canada and the U.S. are related to the physical effects of too much drinking, and a significant number of people die every year from alcohol overdoses and alcohol-drug interactions. Heavy drinking is said to shorten the average life span as much as 10 years.

Some of the short-term physical effects of drinking include increased urination, diarrhea, "acid stomach," skin problems, dehydration, fatigue, muscle weakness, poor coordination, decreased alertness, blurred vision, slurred speech and an increased heart rate. Although alcohol dilates the blood vessels in the arms and legs, creating a warm, tingly feeling, it also constricts the arteries going to the heart, leading to an increase in blood pressure, which can be dangerous to many, especially to elderly people.

Heavy drinking (as little as three to five drinks/per day) can lead to the following problems over time:

Liver Disease: The liver can handle only limited amounts of alcohol before it becomes damaged. Almost all heavy drinkers have a reversible condition called fatty liver, in which the cells in the liver turn to fat, and cannot function properly. If drinking is not stopped, the drinker can develop the second stage of liver disease, called alcoholic hepatitis, in which the liver becomes enlarged. Though reversible, this condition can be fatal, and it affects as many as 30 percent of all heavy drinkers. In time, after many years of chronic drinking, the liver becomes scarred and enlarged, unable to function, leading to cirrhosis, or the last stage liver disease. Cirrhosis is not reversible, even if

SUBSTANCE ABUSE REPRESENTATIVES' REPORT

BY **Larry Kirtley, Ron "Gibby" Gibson, Don Whalen** AND **Rick Mitchell**

drinking is stopped, and it often is fatal. In fact, cirrhosis is one of the 10 killers in North America today.

Malnutrition: Alcohol decreases appetite and interferes with the digestive process, so that the body cannot absorb the proper nutrients from food. Heavy drinkers suffer from chronic diarrhea, anemia, vitamin deficiencies, and other nutrient disorders related to malnutrition.

Disease Of The Digestive System: Heavy drinking leads to ulcers, gastritis (inflammation of the stomach lining) and pancreatitis, an inflammation of the pancreas that is marked by nausea, vomiting, and severe abdominal pain.

Cancer: Heavy drinking increases the risk of developing cancers of the throat, mouth, rectum, esophagus, bladder, liver, and stomach. In fact, one recent study indicated that up to 75 percent of all oral cancers stem from combined use of alcohol and tobacco.

Heart Disease: Alcohol weakens the heart muscle, leading to hypertension or high blood pressure which is a leading cause of strokes. In fact, heavy drinkers are 300 times more likely to die of strokes than people who abstain or drink only lightly.

Chronic, heavy drinking over time also leads to premature aging of the brain, and, possibly, to mental disorders that are marked by disorientation, confusion, impaired memory, even hallucinations and psychosis. Heavy drinkers also are at risk for infectious disease such as tuberculosis or pneumonia. Unfortunately, many heavy drinkers do not become aware of these physical problems until it is too late. 🍁

Last Summer's Smog

Let me say welcome to all new employees working in the Oshawa car assembly plants. The addition of the third shift in Plant #1 was great news and by now you are all members in good standing in our Local Union. Like many people in the plant, I wondered how GM ever expected our aging workforce to continue building the best cars in North America.

Allow me to introduce myself, and let you

know what you might expect to read in my column in the future. I have been an active member of Local 222 since September '79 and also a publicly-elected politician since 1990. As a former NDP MPP, you can expect that my views will come from the left. As a trade unionist I think these views come naturally, but you will find that in our workplace there are many different political views. Currently, I am elected to Durham Regional Council and you can expect to hear how that level of government will affect you from time to time.

As I was writing this article I heard a snowstorm warning on the radio and I thought back to the hottest summer on record and the smog. Our CAW Health and Safety representatives did what they could to get relief from the heat in the plant. So how does a person who makes a living producing one of the prime sources of the smog we have lived with this summer, complain? Well, fossil-fuel combustion is responsible for most of

POLITICAL EDUCATION COMMITTEE REPORT



BY
Larry O'Connor
Political Education Committee Member

the air pollution generated in the GTA, which includes; carbon monoxide, nitrogen oxides and sulphur oxides. We can be part of the solution and also demand that all levels of government are also involved in solutions.

I suppose we can car pool whenever possible. It seems to me that the new members from St. Catharines have shown how well that can work. We can put pressure on government to convert coal power generating stations to natural gas. We can ask for more effective public transit to help some of the gridlock on our highways. Our new cars are less polluting than our old gas-guzzlers and we can expect to see vast improvements in alternative fuels in the future. We can also

see **LAST** — page 31



**Support
The United Way**

Wishing Everyone A Merry Christmas And A Happy New Year

The CAW-McMaster courses have been extremely successful. Courses for this fall included History of the CAW, Labour and Film, and Labour and Politics.

The new courses for winter include:

- **Labour and the Internet** — Hands on at Computer Lab — Learn to do Union research as well as e-mail — delivered at a Community College Lab. Saturday, February 8, 9:00 a.m. to 4:00 p.m., location to be announced.
- **Globalization and Democracy** — Who benefits, free trade, the GATT, the WTO and implications for democracy. It is taught through classroom discussions and internet discussions. February 11, 18, March 11, 18, 6:30 to 9:30 p.m..
- **Labour and Documentary Film** — Examines how workers have used their organizations to make use of the form of documentary film to tell their stories. Monday February 24, March 3, 24 and 31, 6:30 to 9:30 p.m..
- **World Politics in the age of Terrorism** (videoconferencing) Wednesday April 9, 16, May 7, and 14, 6:30 to 9:30 p.m..

The McMaster-CAW Labour Studies Certificate Program has been jointly developed by the CAW and McMaster University. You can take an individual course or work towards a Labour Studies Certificate. To complete the certificate, members will take a minimum of nine courses. Most courses are 24 hours long with 12 hours of classroom time and 12 hours of self directed time.

Congratulations to all our Local Union Seminar Participants

CPR, Instructor Peter Robertson, Health and Safety Coordinator: Doug Bailey, Paul

Berry, Howard Bevan, M J Derry, Dave Farrington, Monica Ann Gallacher, Debbie Kawecki, Russ Kawecki, Patti Preston, Michelle Saunders, Darla Searle, Carl Swain, Cindy Webster.

Steward Training by Paul Goggan, CAW Health and Safety Rep, assisted by Bob St. Jules: Jeff Armstrong, Gill Bellefleur, Jennifer MacDonald, Brigitte Nadeau, Dave Rattie, Lisa Reid.

Health and Safety Instructed by Barry Arseneau, Safety Rep Car Plant, assisted by Bob Ambrose: Joyce Bonneau, Jordan Borg, Moe Cascanette, Kevin Conway, Denise Davis, Patrick Elmhurst, Brick Emerson, Scott Gaylor, Ian Hamer, Barb Hamlyn, Keli Harnden, Ida Marie Kaufman, Walter Menegon, Norman Thompson, Shelly Wry
Other Attendees: Sue Kudla, Tom York, Donovan Campbell, Bill Muir, Joseph Miniaci, Angela Sansone, Craig Dost, P. (Greg) McKenny, David Howarth, Kelly Angus Stanavech.

EDUCATION COMMITTEE REPORT



BY

Lynn

Argue-Hogarth

Education Committee Chairperson

Violence in the Workplace by Sandy Carricatto Local 1090: Steve Boisson, Doug Dodd, Craig Hagerman, Bill Kudla, Orllyn Loney, Steve Shetler.

Thanks to all instructors who continue to come to support these seminars and congratulations to all the participants who attended these courses.

Thanks from the Education Committee: Lynn Argue-Hogarth, Chair (Truck); Richard Cleveland, Vice Chair (Car); Craig Baumgartner, Vice Chair (Truck); Rick Button, Secretary (Car); Chuck Crossen (St. Marys); Bob St. Jules (TDS); Tim Pearce (Car); Tom Kelly (Lear); Ted Lawrence (Truck), Cash Prasad (Car). 🍁

McMaster/CAW Course Application

Course Date

Your Name

Address

Phone

Name of Unit

Plant Name

Your Area

Shift # (if any)

1st Choice

Name & No. of Course

2nd Choice

Last Summer's Smog – continued from page 30

practice product stewardship and buy more non-polluting alternatives, i.e. non-aerosols spray products.

On June 21, I signed the 2002 Inter-governmental Declaration on Clean Air at the top of the CN Tower in Toronto on behalf of the Durham Regional Council and the people of Durham. It was signed by elected officials from local councils, regional councils from across the GTA, the Ontario government and the federal government. On that day I couldn't see Scarborough nor Mississauga. That declaration was more than just a piece of paper;

it was a commitment to action. For the approximately 1,900 people who die annually due to air pollution, these changes in public policy and government action come too late. I won't go into all the solutions that Durham Region is committed to take on smog, but we are taking action.

The Government of Canada is also committed to bringing forward a resolution to Parliament before the end of the year on ratifying the Kyoto Protocol. The Government of Canada has released a comprehensive overview of the Climate Change Draft Plan: Achieving our Commitments Together.

You can expect to read more on important issues like this brought to our attention by the CAW Environment Committee. I feel that the issue of air quality goes far beyond being only an environmental issue and is an even a greater public health issue.

In closing, I would encourage you to read our Union newsletter every month as I share my views on public policy issues that affect all our lives. Since this will be the last issue before the Holiday Season, let me wish you and your family all the best from my family. 🍁

Team Concept And What It Really Means

Team Concept, Continuous Improvement, Quality of Work Life, and Toyota Production Systems are all one and the same. For years I have seen it creep into our plants here in Oshawa, slowly slithering in certain areas and seeing if it can get entrenched in these areas. I've always told management that there is no "I" in "team" and my plan to win occurs when I play hockey or baseball on my time. Statements of ideology such as Plan to Win, employee enthusiasm and various other mission statements are used to try to get us to buy into competitiveness and cost cutting.

There is no doubt we are the top quality producer in our class in terms of cost/vehicle and man hours/vehicle. This is what has earned Oshawa the right to secure investments in Truck and Car with new models, as well as the new paint shop. Some other hallmarks of Team Concept are the suggestion program, housekeeping duties, inspection, and minor repair. Our group leaders, as I call them, are defined as "team leaders." That Team Concept tries to give various levels of tasks, (usually done by salaried personnel such as the new job task sheets that have been put out in Chassis) where one of the tasks was to ensure that other operators are aware of the expectations (whatever this means). Next thing they will want is hourly personnel to hand out the pay stubs as well. I have a very good friend at CAMI who has e-mailed me frequently about Team Concept in their plant on issues which should be of concern for everyone, such as the erosion of seniority as small work teams or cells have six to eight workers with one team leader. This sounds great until you see the real reason, that if a person is

absent then this team leader is used the same as the URs in our plants now, and this group runs short.

Management has had what I call "circle jerk" meetings upstairs to relay this information to our hourly people. When a Union rep attended this class after he was given the low-down from a person he represented, nothing was mentioned about this six to eight people for one group leader. Three major problems I see with team concept are: Elimination of non-value added work and standardization lead to busier jobs and job elimination; flexibility means more managerial control over our work assignments; restrictions on seniority and mobility; and having these small teams pits workers against workers. We are fortunate that we have our seniority rights, classifications, transfer rights; job posting and no job rotation because this is what Team Concept really would love to eliminate.

We have been successful in populating our 51-department line repair classification by nine new jobs. These jobs are located on the flattop area and are now filled by the highest paragraph 52 transfers. There has been a lot of job movement for our members in 61 department as our higher seniority members have been able to secure more preferred jobs such as repair and group leader jobs and our junior members have been able to apply in seniority order to get UR opportunities and more preferred production jobs. I have also requested that new lockers or existing ones be given to our newer members from Ste. Thérèse, St. Catharines and our new hires, which don't have one yet.

The Fascia Load job which we have under dispute has had various elements removed

ZONE 55 REPORT



BY

Steve Bullock

Zone 55 Committeeperson

and moved around and at the time of writing is still not settled. Hopefully a resolve is coming very soon as our operators have been patient but my patience is wearing thin on this issue.

Another issue that is of concern to all our members is our Hydro rates and the ridiculous rise in our bills. Remember the Conservative government telling us that privatization would give us more choices and therefore be translated into lower rates for us? I wrote in the *Oshaworker* in February 1997 that Hydro kept in the public hands would see a decrease in our rates of 11 to 27 percent. I also said privatization of our hydro would translate into a 25 to 40 percent hike in our bills. I was wrong. In some cases 100 percent hikes in rates were seen in residential and small business bills. The debt was roughly \$12 billion back then and I said we would be the ones footing the bill for this as the privatization of hydro occurred. In my opinion this has been nothing more than a grab to dismantle hydro, raise our rates so the partners in privatization can profit and we pay down the debt as well. Do you feel shafted because I sure do! Write or contact your MPP, maybe they will start to listen, but I still don't think they'll get it.

Since this is the last *Oshaworker* of the year I would like to wish all our members a Merry Christmas and a Happy New Year. I can be reached in-plant at 3175, pager *978240 or out-of-plant at 1-800-361-6793 ID.# 8240 or e-mail Steve.Bullock@sympatico.ca.

In Solidarity.✳

Your Human Rights/Employment Equity And Female Advocates

Truck And Battery Plants



Harvey Ross

Harvey can be contacted at 905-644-1411 or pager *97-8685.

Diane can be contacted at 905-644-4175 or pager *97-8399.

Outside GM use 1-800-361-6793 to access the pager network.



Diane Cunningham

Car Plant, South Stamping And Tri-Link



Chris Smith

Chris can be contacted at 905-644-1114 or pager *97-1114.

Tina can be contacted at 905-644-4330.

Outside GM use 1-800-361-6793 to access the pager network.



Tina Moore

Due to multi-shift operations it may be necessary for you to leave a message.

Please include the area you work, shift number and a phone number you can be contacted at. Thank you.

Sitaram's Report

This being the last article prior to the holidays we are once again holding our annual food-clothing-toy and financial collection for the less fortunate. In the past four years your generosity has had a positive effect on so many within our community. We will continue as in the past to have containers in Battery, South Stamping, Control Arms and Tri-Link. Also any cash donation of \$10 or more, you will receive a tax receipt.

Battery

I believe the change at the plant manager level is very positive. I believe this plant will once again prove it is world class. Management is actively seeking new business and is at this point slowly fixing some of the equipment. Prior to negotiations there was a sense of uncertainty, today I feel there is more of a desire to keep this plant in Canada.

Tri-Link And Control Arms

With the third shift in the Car Plant, the volume has increased re: the new line in the

Tri-Link. A number of changes have occurred which resulted in people changing jobs, shifts and new members coming into the zone from other departments. We have resolved the parking and gate issue. Our safety department is constantly working on your behalf to resolve any health and safety issues.

South Stamping

I must admit I am very disappointed with the direction management has taken. It seems as if confrontation is the order of the day. We have these young supervisors who can only manage by direct orders. I believe upper management is aware if you have to go that route you have lost your ability to supervise in an effective way.

Previous management created the problem in the lab, it was finally resolved. The gate issue should have never been a problem however management would not admit there was a problem and yes people were trying to exit and enter at the same time.

Management must be aware in the Canadian auto industry, most workers start

ZONE 35 REPORT



BY

Dave Sitaram

Zone 35 Committeeperson,

Tri Link - Battery - South Stamping - Control Arms

and retire there. They have pride and a sense of loyalty to their jobs. It becomes very confusing to our members when they have to change direction each and every time we get a new plant and or production manager. My advice is management must make a smooth transition. Do not reinvent the wheel every three years.

To you and your family, have a safe and happy holiday.

Note: With RRSP and Christmas bonus coming up, it would be worth taking a look at the knowledgeable staff at the Credit Union. It is important to note putting your whole Christmas bonus \$1,500, means you will not receive a tax break on your 2002 tax return as the \$1,500 is pre-taxed dollars. All financial institutions use your money to make money, the Credit Union however return the surplus to its members in patronage returns. 🍁

Poorly Managed Changes

This being the final issue of 2002 I would like to wish all members a safe and happy holiday. A lot of members from Tri-Link have had their transfers honoured for all different departments. I would like to wish them all the best in their new departments. To all the new members in Battery, OSSP, Tri-Link and Control Arms, I would like to welcome you. You will find these areas quite different from your previous areas throughout Oshawa. If you have any questions feel free to give me a call.

Our members in Tri-Link and Control Arms are putting up with a lot of undue stress since the third shift in the car plant has been up and running. The new M/S line is a management blunder. Instead of having a mirror image to the old line, management tried to make changes to eliminate manpower. Now we are all paying with mass confusion. In Control Arms, a lack of management knowledge is the main reason for our members jumping ship. Who can blame them?

With the changing of groups in OSSP, we have to get clarification

on the coverage of absenteeism in this plant as well as job descriptions for Bays 10, 11, 12 and the blank dock with the new language in the Master Agreement. Management will not be able to change

jobs without Union involvement. If your job is being changed in any way, put a call in for your rep. As you know Bay 10 is changed back like the rest of the plant. The company has not clarified the change very well. We have a big issue with the tooling in this bay.

On a sad note, we lost one of our Union members as well as a friend on November 9, 2002, when Tom Andolsek passed away. Tom will be missed by all. I would like to send my deepest sympathy to his friends and family.

Until next issue. 🍁

ZONE 33 REPORT



BY

Chuck Green

Zone 33 Committeeperson

Zone 6 Laces Up

Iwish to convey my sincere gratitude to the members of Zone 6 who took the time to cast their ballot in the recent elections. I have already begun my work to try to make your day a little easier and will be continuing throughout the remainder of my term.

My focus will be education and information to the membership. There are many concerns that we can improve upon and raise awareness of.

Last month we had a hockey game at Ice Sports on November 9 where Team Murdaca won a spirited match against Team Chislett. There was video taken to record this event and I'm sure that Phil has

handed out his share of copies. This event will take place again on December 13 at Iroquois Park in Whitby. I'm sure the scouts will be in attendance. Participation is limited so if you didn't attend the skate in November please see Craig Kent, Fred Chislett, Joe Murdaca or myself so we can organize it.

Have a safe and enjoyable holiday and I'll see you back in the new year. Until then I can be reached at *97-8672 in plant or outside 1-800-361-6793 pin 8672. 🍁

ZONE 6 REPORT

BY

Bob Ambrose

Zone 6 Alternate Committeeperson

Truck Plant Ten Pin Tid Bits

The first section winners have now been decided, and take it from me, it wasn't easy! The top two teams, "Missing Links" and "I Don't Know," were pitted against each other, with "I Don't Know" only needing one point to win the section. With a good team effort in the first game, our team won that game, thus taking all the marbles. It's a darned good job we did, because it was no contest in the second and third games that night! "Missing Links" crucified us! Congratulations to my team members, Kathy Jeffrey, "Buck" Thompson, Jon Mitchell, and "Butch" Howatt, on a job well done.

The following week, November 14th, it was our turn to play the "Missing Links" team, in regular season play. Boy! Am I ever glad we got by them the previous week, 'cause they wiped the lanes with us this week! They beat us the first game by 198 points, and never looked back! In that three-game set, they compiled a total of seven 200+ games, and two team members had 600+ triples! We're very sorry you lost the previous week guys, but you sure proved that getting even is a lot more gratifying than getting mad, right?

Besides that, it's my understanding that they now hold the high team triple for the season so far, with over 3,200 points. More next month on that.

While we're on the subject of good single and triple games thrown, here's a list of the last four weeks' accomplishments below.

October 31st

- Gene Supryka 247+165+189 (601)
- Mike Bested 211+228+166 (605)

November 7th

- Ted Whitely 213+258+179 (650)

November 14th

- John MacDonald 237+201+201 (639)
- Gene Dinneen 182+245+183 (610)
- Ted Whitely 235+209+193 (637)

Besides all these great triples, there was a total of 58 200+ games, during the past four weeks, 14 more than in the five weeks previous. Needless to say, our players are really getting in the groove, wouldn't you say? A 257 single on October 31 by John MacDonald, and a 258 by Ted Whitely on November 7, were the best of the bunch, but still not high enough to beat Jim Cassell's 289, from September 12!

Syd Graveline's 672 triple has yet to be

TRUCK PLANT TEN PIN BOWLING REPORT

BY **Carl Kemp**

beaten, but, from what I'm seeing this year, I don't think I'd take it to the bank just yet! The five-pin pot is growing at a pretty reasonable pace, with 36 more of them missed during the past four weeks, bringing the grand total to 97. And there's still two more sections left! At the present time, there seems to be a close battle between Rob McHolm and Bob Poff (a member of "The Rookies," who hardly ever let me down), for top honours in that category. Rob's missed 11 of those critters, while Bob's breathing down his neck with 10!

Our first of two "no-tap" challenge matches with Shift #2 will have taken place on November 17, so I'll get the results in print, in the next article. Hopefully, after my article of last season, Shift #2 will only be mad, and not get even, like "Missing Links" did with our team!

Until next time, good bowling, have fun, and watch out for those five pins! 🍁

CAW 5 Pin Bowling Results

600 Club

Bernie Schaeffer	670	699
Cheryl Ward	630	632
Ken Couvier	653	677
Dave Schaeffer	658	
Diana Scattergood	622	615
Dave Ricketts	626	
Don McLean	678	623
Donna Phalen	615	691
Earl Marshall	612	611
Frank Macko	629	
George Fisher	662	639
Greg Butler	625	
Harry Langkraer	676	670
Misty Henderson	664	693
Doug Hodgson	609	
Marilyn Gibson	603	
Norma Harrison	680	605
Paul Derry	658	
Peter Stirpe	663	
Ray Derry	603	625
Rick Marshall	616	679
Rita Reuter	608	
Ron Jones	676	614
Jim Meikle	601	
Dee Welsh	628	
Santo Chiodo	691	
Tom Byrne	619	

Mike Phillips	645	661
Vito Casalino	627	635
Henry Chizen	633	
Dale Strutt	685	
Bob Huff	641	629
Don Revoy	610	631
Emery Bastarache	618	668
Gary Henderson	648	
Keith Hughes	667	641
Gord Langely	642	
Joe Bartlett	635	
John Byrne	641	662
Les MacDonald	688	669
Lisa Reid	679	
Luis Gervais	662	
Mark MacDonald	622	660
Mike McMartin	652	668
Mike Powers	625	610
Mike Saunders	631	601
Noel Ricketts	640	659
Pat Skeldoch	658	
Don Ward	619	
Rick Deshane	609	696
Robert Marshall	662	
Robert Revoy	672	682
Dave Murray	615	650
Steve Brackenridge	697	690
Susan Hanley	683	

Barb Smith	600
Ted Smith	648
Tim Walton	635 629
Vickie Arrigo	653 624
Wayne Czarkowski	669 654
Belinda Bell	610

700 Club

Joe Bartlett	707
Bernie Schaeffer	744
Norma Harrison	710
Don MacLean	730
Earl Marshall	753
Gary Henderson	755
Robert Marshall	727
Greg Buller	765 792
Emery Bastarache	708
Steve Brackenridge	709 704
Les MacDonald	742 768
Misty Henderson	747
Peter Stirpe	743
Ron Jones	783 705
Shawn McGhie	760 773
Steve Bell	764 760
Mike McMartin	784
Vito Casalino	735 754
Wayne Czarkowski	744 705
Gord Langely	700

CAW FIVE PIN BOWLING REPORT

BY **Rob Marshall**

Santo Chiodo	741	782
Dave Schaeffer	730	
Vicki Arrigo	773	
Rids Deshane	714	

800 Club

Gary Henderson	841	865
Steve Bell	885	804
Santo Chiodo	830	840
Dale Strutt	857	811

900 Club

Shawn McGhie	989
Dale Strutt	963

Have a very Merry Christmas and Happy New Year everyone! 🍁

Hope For Cold For Ice Fishing 2003

Merry Christmas and a Happy New Year to everyone. We will be holding our 10th Annual Ice Fishing Derby, if we can get ice this year!

We are looking for a place to hold the award banquet, so if you know of a place in Port Perry, please contact one of the people listed below.

With continued support from our sponsors, Gagnon Sporting Goods, Normark, Nacc's Office World and some new ones, Durham Flight Centre, RNG Paint & Collision Repairs, Back Bay Outfitters we hope to have a great day fishing with lots of prizes.

The date is the third Sunday in January (January 19), Lake Scugog.

ICE FISHING DERBY REPORT

BY **Glenn Meek**

Please see the following ticket sellers for more information:

Glenn Meek Truck

Bob Poff Truck

Dennis Lonnie Car

Ron Harris Car

Terry Thompson Truck 🍁

Some Games Close, Others...

I don't know why some games are real blow-outs and some games are very close. I guess some mornings the players have their Wheaties and some mornings they don't. I asked Pat Quinn to talk to the coaches but he is looking for help too.

OMS 9, Bond Optical 0

Gary Beedham 2 goals 3 assists (first star. He never even got a penalty.) Ken Vallaincourt 2 goals 1 assist, (Kenny always plays a good game) Dave Gribbard, 1 goal 2 assists, John

McLeod 2 goals 2 assists, Ralph Ruff 3 assists. Ralph set John up for his 2 goals. All John had to do was stand with his stick down and Ralph bounced the puck off John's stick into the net. Dan Formosa 3 assists. Dan played a hard game. We are going to send Brian's team to Bond Optical to have their eyes checked as they can't seem to see the net.

Squirrels 7, Dines 3

Chris Littlemore 3 goals 2 assists. Chris always plays a great game. Dave Morton 2

TRUCK-CAR HOCKEY REPORT



BY
Ron Gay

goals Dave may be the shortest guy on the team but he always gives it hell. What more could you ask? Bill Prentice 1 goal 4 assists, Bill's not getting as many goals this year as Cliff is not there to set him up. Dean Murray 1 assist. He set up Bill for his one goal. Dunc Durham 1 goal (a nice goal), Dave Leblanc 1 goal, Steve Elliott 1 goal, assist to Ron Martin 2 and Capt. Rob Maddock set up a goal. The trouble with Dines was they started too late.

Budget Rental, 8 Aramark 6

Andy Bahor was not only First Star of the game he was First Star of the month 5 goals 1 assist not only scoring but he played a good team game. Ross Robertson 1 goal 1 assist (new player this year I hope Ross enjoys himself), Brian Lindley 1 goal 1 assist, Jamie Black 1 goal, Steve Reynolds 4 assists. Steve and Andy work well together. Dave Collins 1 assist. Good game, Dave. Kevin Wilson 4 goals 1 assist, Kevin is a spare but I hear Pat is looking for him for Toronto. Kyle Mainguy 4 assists, Kyle always skates hard and plays a good game, Al McMillan 1 goal, Al New 1 goal 1 assist. Al's getting quite a few points this year and I know he enjoys the game. He always has a smile for me whether he is in the dressing room on the ice or in the penalty box. Al always skates hard. This was a close game with Aramark leading 2 to 0. Then they went for a coffee break, Budget caught up and then there was only one goal difference most of the game.

see **SOME** - page 37

	GP	Won	Lost	Tied	GIF	GIA	PIM	AVG	Win%	Pts
Ontario Motor Sales	8	6	2	0	41	26	39	4.87	.750	12
Phoenix Chiropractic	8	5	2	1	37	22	18	2.25	.688	11
Bond Optical	8	5	3	0	28	27	27	3.37	.625	10
Flying Squirrels	8	4	3	1	36	26	30	3.75	.563	9
Budget Car/Truck Rental	8	4	3	1	29	28	30	3.75	.563	9
Durham Medical	8	3	4	1	28	27	24	3.00	.438	7
Dines	8	2	5	1	21	34	48	6.00	.313	5
Aramark Food Services	8	0	7	1	18	48	27	3.37	.063	1

Points Leaders	Team	Pts	G	A
John McLeod	Ontario Motor Sales	24	14	10
Larry Coady	Bond Optical	21	8	13
Bill Prentice	Flying Squirrels	17	8	9
Dennis Jacobs	Phoenix Chiropractic	17	3	14
Andy Bahor	Budget Car/Truck Rental	15	12	3
Jim Rogers	Phoenix Chiropractic	15	7	8
Chuck Bickle	Phoenix Chiropractic	15	7	8
Gary Beedham	Ontario Motor Sales	15	5	10
Steve Wilson	Flying Squirrels	14	11	3
Carl Walker	Durham Medical	14	7	7

Goaltending	Team	GP	GA	GAA	SO	SV%
John Murray	Phoenix Chiropractic	8	22	2.75	0	0
Bruce Hawkshaw	Durham Medical	7	22	3.14	0	0
Al Aylesworth	Flying Squirrels	8	26	3.25	1	0
Vic McCullough	Ontario Motor Sales	8	26	3.25	1	0
Tom Haraj	Bond Optical	8	27	3.38	0	0
Archie Graham	Budget Car/Truck Rental	8	28	3.50	0	0
Dave Hutcheson	Dines	7	34	4.86	0	0

ELIMINATE Chronic Pain

Modern technology combined with Acupuncture for effective pain relief

Tired of taking toxic drugs and wasting money
on expensive and time-consuming therapies?

Acuhealth offers quick, effective pain relief right at home

- Total or significant pain relief in 80% of patients
- Safe and easy to use
- Effective on most types of pain
- Video and support line for maximum benefits
- 100% Money back guarantee

*"Two
years ago,
a miracle to our
lives arrived with
the acquisition of
the Acuhealth.*

*From headaches
to toe injuries, it
has proved to be
amazingly effective
and invaluable.*

*...This is the
medicine of
the future.*

Kathryn Freund

*"I'm impressed with the response of some of our
patients to the Acuhealth, and believe it goes
beyond the scope of current physical therapies."*

Dr. Gordon Ko (MD), Sunnybrook Health Sciences, Toronto

**Cost is covered
100% by CAW health
insurance**

**Free pain treatment
at our Toronto Clinic.**



For a FREE, no-hassle information package, call:

1-800-567-PAIN (7246)

Acuhealth, the new science of pain management

Some Games Close, Others... – continued from page 35

Durham Medical 5, Phoenix Chiropractic 2

Gary Chisholm 3 goals. I guess Gary read my last article and is practicing hitting the net. Mike Goodes 1 goal 2 assists, Mike is right up there in the stats this year. Carl Walker 1 goal 2 assists, I wish I could skate like Carl. He plays a good fast game. I can talk faster than Carl but I can't skate faster than him. 1 assist to Capt. Hayward, 2 assists to Peter Lane and an old friend of mine, John Deboo 1 assist. Jim Rogers 1 goal 1 assist, Martin Bordne 1 goal, Dennis Jacobs 2 assists. Where were the other players?

OMS 4, Budget Rental 2

John McLeod 2 goals 2 assists, Dave Gibbard and Dan Formosa 1 goal each. Gary Beedham 1 assist, Dave Collins 1 goal 1 assist, Andy Bahor 1 goal, Jamie Black and Cal Wheeler 1 assist each. Good game, fast, could have gone either way. The crowd didn't leave until the last whistle.

Flying Squirrels 3, Durham Medical 3

Goals by Bill Prentice, Cam Hinks Dan Snell, assists to Capt Bertrand and Dean Murray Mike Goodes 1 goal 1 assist, goals to Peter Lane and Dale Gordon. Assists to John Deboo 1, Carl Walker 2. This was a close game all through. It was 3 to 2 with less than a minute to go in the game when Capt. Hayward put out the big gun #4 Peter Lane, who scored with just seconds to go to tie the game.

Bond 7, Aramark 3

Capt. Cane 2 goals 2 assists, Gerry Snowden 2 goals 2 assists, Kevin Beaton 2 goals 1 assist, Larry Coady 1 goal 2 assists, Bruce Cashley 1 assist. The whole team played a good game. Kevin Wilson 2 goals, Tim Silver 1 goal, assists to blueliner John Whiteman and Al New and Kyle Mainguy Please note the spares were the only players to score. I heard the other teams were on the bench scouting.

Dines 3, Phoenix Chiropractic 2

Dunc Durham 2 goals. Best game Dunc played this year. Cliff Hughes 1 goal Cliff is turning into a real team man this year. He doesn't need Bill. He can put the puck in the net himself. Capt. Rob 2 assists, Chris Lynch 1 Steve Elliott 1. Looked like a playoff game. Chuck Bickle 1 goal 1 assist, Dave Foster 1 goal Capt. Rogers was outcoached.

Aramark's Kyle Mainguy 1 goal assist Al McMillan.

Bond Optical 3, Squirrels 2

Larry Coady 1 goal 1 assist, Kevin Beaton and Mike Zdanowski 1 goal each, assist to Gerry Snowden 2, Gord Moore and Brian Cane 1 assist each. For the losers Steve Wilson and Dan Bertrand 1 goal each, assists to Roland Felgemacher, Cam Hinks, Dean

Murray, Doug Smith. This was a good game to watch.

OMS 7, Dines 2

Paul Mackie 3 goals Number 11 had a couple of goals and assists, the other number 11 had a couple of goals and a couple of assists I think. Number 16 I don't know whether or not he was on the ice or whether he scored. I'll have to ask Ace. Maybe he knows. Dave Leblanc scored 2 goals for Dines and he never gave up. Assists to Capt. Maddock, Chris Lynch and Cliff Hughes.

Phoenix Chiropractic 4, Budget Rental 4

Gary McGee 2 goals 1 assist, Chuck Bickle 1 goal 1 assist, Martin Bordine 1 goal, Assists to Bob McGee, Dennis Jacobs, Luc Albertini.

Gary McGee tied the game up in the last seconds — a real nice goal. Andy Bahor 1 goal 1 assist, other goals to Steve Reynolds, Cal Wheeler and Myron Wijtowych. Assists go to Ross Robertson 2, Dave Collins, Carmen Rooney and Dan Curwin 1 assist each. A real good hockey game.

We have two months under our belts playing hockey with a few trades. Hopefully this will help the weaker teams. This will be the last issue until the new year, 2003. I hope everyone has enjoyed the hockey so far and I think it will continue to get better. Our wing night will be in February. Eric Smith and I hope you all have a very Merry Christmas and a Great New Year.

Until next issue, see you on the ice! ❄️



2002 Slo-Pitch Champions

Congratulations to all members of the Sports Station A division champions for winning the best two out of three. The final game went into extra innings against a very competitive Park Place team.

Special thanks to Tom Susac, our Sports Station sponsor, for a great year. From

left to right: Blair Harper, Lynn Hogarth, Rick Gerome (Hillbilly), Phil Stone, Rick Wilks, Scott Poxon, Rick Craggs x3, Tom Susac and Billy Maxwell, John Sibbit and Gary Repetto. Absent: Paul Pandoff (Bambam), Lenny Fudge, John Kelly, Chris Starter, Blair Ashby, Brandon Craigs.



You have done it again John Sibbit. Another championship around your belt. If John was getting paid he would be one of the highest paid coaches in the CAW. (Not just another fishing story.)



CAW Golf League 2002 Results

An end to another great golf season has come and gone. I hope everyone had the opportunity to get in as much golf as possible this season.

The CAW Golf League 2002 Final Results – Tournaments

Opening Day: Low Gross Rick Jaynes (80); Low Net Gord Harbottle (72)

1/4 Points: Points Winner Ron Hartwig (33); Low Gross Tim Ashbridge (81); Low Net John Oostinga (68)

Scotty Reid: Low Gross Tim Ashbridge (77); low net Tim Casey (67); 2nd low gross Pete Jordan (81); 2nd low net Bill McDonald (67)

Members & Mates: Low Gross: Lynn Wallis & George Moffat; low net Mary & Rick Jaynes

Closing Day Scramble: Noel Coulter, Scott Hallett, Gord Harbottle (-9)

Low gross for the Year: Dave Hutcheson (72)

Most Improved for the Year: Mark Petre

Most Honest for the Year: Doug Legere

Holes in One: Dave Hutcheson (#5)

CAW Match Play Winners

Championship Flight: Consolation Champ Bill Kress; Finalist Kevin

Wilson; Champion Bill Cain

“A” Flight: Consolation Champ Tony Marano; Finalist Pete Jordan; Champion Ron Hartwig

“B” Flight: Consolation Champ John

Oostinga; Finalist Joe D’Annunzio; Champion Mark Holliday

“C” Flight: Consolation Champ Marcel McKinley; Finalist Randy Sullivan; Champion George Coulouras

Sign up for next year’s Golf League should be the first weekend in April 2003.

A suggestion to all golf duffers, make sure you put in an order with Santa for some new golf accessories!

Till next season, Happy Holidays. 🌟

CAW GOLF LEAGUE REPORT



BY

Chris Attersley

10th Anniversary

Natural Therapy Clinic and Products
LaFrance's

- MASSAGE - Therapeutic, Relaxation & Aromatherapy
- Reflexology • Iridology • Waxing
- Ear Candling • Natural Weight Loss
- Sports Nutrition • Pedicures • Facials
- Certified Courses: Massage, Reflexology & Ear Candling
- 100% Pure Essential Oils

- All Natural Bodycare Products
- Free Consultation For Hand Blended Products
- Herbs • Fresh Ginseng Roots
- Tinctures, Vitamins & Minerals
- Books, Gifts & Certificates
- Homeopathic & Tissue Salts
- Organic Bread
- Natural Beverages & Dry Goods

NEW: Juice Bar • Protein Drinks • Meal Replacements
 Unda LaFrance RMT, CAMT, C. IRI DOLOGIST
 16 King St. East
 Oshawa

905 721-0363

email: lafrances@rogers.com
 web: www.lafrances.com

Walk-Ins Welcome!



Planning For 2003 Golf

It's the middle of November and golf is not just over yet. The temperatures were warm enough this last week to enjoy one or two more games, but we are also already planning for the 2003 season. We had one executive meeting, where we laid the groundwork to ensure that things develop smoothly next year.

Here are some of the details. The spring executive meeting will be held on April 8 and the sign-up meeting one week later on April 15, from 11:00 a.m. to 1:00 p.m. at the CAW Union Hall. The first game will be played on April 22 and the Opening Tournament will be held on April 29. The league fee will be \$30 as in the past and we will play on four different courses. More on that later.

CAW RETIREES GOLF LEAGUE REPORT



BY
Bernie Heming
League President

I will be looking after scheduling, handicaps, results, tabulations, statistics, contacts with Local 222, CAW National, 222 Retiree Chapter, *Oshaworker* and will help with prize selection. Scotty MacLellan will be Treasurer and do the prize selection. Harry McConnell will look after tournament organization, define the rules we play by and arrange for manpower at the starter table at tournaments. Stan Comerford is your man for rules interpretation, arranging, manning the starter table and all aspects of the closing banquet. Jim Weist will look after all our relations with golf course management. Eric Smith is in charge of all matters relating to the scrambles and Bill Vesters will take care of match play organization.

The league championships will be a best three out of four tournaments format. Everyone is automatically entered into the match play tournament at the beginning of the season and the scheduled matches are posted well in advance.

We will schedule five scrambles in 2003 as opposed to four in 2002. The extra scramble will be a colour scramble, details of which will be posted. The quota point games are back, we called them Stableford last year. There will be about 12 quota point games. We are going to add a longest putt competition on the last hole to the closest-to-the-pin pool.

Lot, as opposed to best score, will determine prize awards at the Closing Banquet, and prizes will be half golf-related and half other than golf.

In the meantime we will be working on a website for our league with links to all CAW entities. The preferred name as of now will be 222RetireeGolf.com. 🍁



DHS
Health Care
Service

Oshawa, Ontario

24 HOURS • 7 DAYS PER WEEK

NURSING SERVICE HOMEMAKER SERVICE

- Client Escort
- Staff Relief
- In Home Foot Care
- Palliative Care

- Light Housekeeping
- Meal Preparation
- Personal Care
- Care Giver Relief

MainStreet Messenger®



1-800-461-6756
905-571-1511

**MEDICAL ALARM EMERGENCY
RESPONSE TELEPHONE SYSTEMS**

Renown

Electric

motors & repair inc.

ISO9002 Registered

“THE POWER BEHIND THE DRIVE”

- New motor sales
 - Elevator machine repair
 - Dynamic balancing
 - Specialty motors
 - On site vibration analysis programs
 - On site service and repair
 - Technical Training
 - Machine shop service
 - Lift truck and traction motors
 - Rewinding all rating of AC and DC motors
 - Robotics and servo motors testing and repair
 - Eddy – Current drives and clutches
 - U-Frame motors
 - Transformers – New & Repaired

24 HOUR EMERGENCY SALES/SERVICE



CALL (416) 742-3665

FAX (905) 850-1730

www.renown-electric.com

83 Whitmore Road, Woodbridge, Ontario L4L 6E2



cliffmills

*Just minutes from
everywhere!*



**New and Used Vehicle Sales
Parts and Service
Collision Repair**



**Together with our Cliff Mills C.A.W. Local 222 employee members, we
look forward to taking care of your automotive needs
Call Us First**

Cliff Mills Motors Limited

PONTIAC • BUICK • GMC TRUCKS

266 King Street W, PO Box 266, Oshawa, On L1H 7L3
(905) 436-1500 • Fax: (905) 436-0648

www.cliffmillsmotors.gmcanada.com

**New and Expanded GM
Employee and family
member programs and
grad rebates available
Ask Us For Details**



188 Park Rd S

**Durham's largest
Collision Repair Centre
(all makes and models)**

FOR SALE

6-drawer dresser, bug reflection truck new \$20, wall unit \$75, desk chest of drawers \$30, kids roller blades \$10. Call: 905-435-0618

1989 Safari, \$600 recently spent on new exhaust, body good, needs fuel pump. Call: 905-623-7777

Solid hardwood mates bed, bookcase headboard with 6-drawers, matching pieces available, \$350 obo. Call: 905-786-2363

Mint condition solid oak pub table, 36" x 48", 4-swivel stools from Oak Country Canada, asking \$1650. Call: 905-721-9301

Piano: Newcomb CCA, 1990, good condition, \$500 obo. Call: 905-728-2090

Burl wood for carving or turning, maple, birch, spruce, black cherry, etc. Call: 613-338-5741

12x6 box trailer, 4-wheel, electric brakes, drive-up tailgate, \$1000. Call: 905-263-4235

2 hp bumper pull, good condition \$1200, new Holland manure spreader \$500, front end loader \$400, 1/2 ton GM box liner \$100. Call: 613-475-2208

Vertical blinds, 2-pr 120" x 78"L, 2-pr 78" x 70"L, patio door blinds 80" x 82"L \$400, cherry coffee & end tables, smoked glass tops \$575. Call: 705-754-9379

New white bedroom set, single bed, box spring, mattress, brass headboard, tall-boy, 6-drawer dresser with mirror, 2 night tables. Call: 905-433-8871

3/4 mattress & box spring \$85, wood stove \$300, blue work shirts, LG, some new \$10, CD player new. Call: 905-728-2052

Metal folding sign stands, microwave, stereo set, canvas top for Suzuki/Sunrunner, light green, wall pictures, ladies winter coats/clothing. Call: 905-432-7835

OSHAWORKER Deadline
for the January 2003 issue is
Friday, December 6 at 4:00 p.m.

2 new black speakers, 2-8" woofers, 1-1" tweeter, 10" x 12" x 36", 500 watts, \$700. Call: 905-668-2245

Duo baby stroller, green, excellent condition \$80. Call: 905-725-3087 evenings

Cuban cigars: Romeo & Julieta, Cohibas, Hoja, Monterey, 1 box ea. Call: 905-728-2518

Large 2" thick solid pine table with 2-leaves, comes with 8 chairs, excellent condition, asking \$800 obo. Call: 905-786-2188

Motorola cell phone, flip plus accessories, cost \$460 sell \$225, 2" wood patio door blind, fits 78" x 108", white, \$250 + others. Call: 905-666-4333

Drum set: 7-pc Pearl Export, all hardware & cymbals plus rack, double bass pedals & rototoms, asking \$1050. Call: 905-576-4291

1988 Chevy S10, 2.8, V6, auto, 190,000 km, reasonable shape, makes good winter beater, \$1200 obo. Call: 705-786-1835

Refinished wooden dining room table with 4 chairs & flip-out leaf \$275, antique hi-fi \$80, computer desk \$65. Call: 905-623-6511

Arctic Cat 700cc Twin Wildcat, 1992, new top end, reverse, hand & thumb warmers, good condition, very fast \$2500. Call: 905-373-4398

Snowblowers; Sears 12.5 hp & 3 hp, Evenflo Joyride infant car seat, good condition, infant to size 3 snowsuits, etc, clean, reasonable. Call: 905-623-2484

1986 Formula MX, runs good \$900 obo. Call: 905-623-0694

Single bed box spring mattress \$30, turntable record player with cabinet \$30, exercise bike \$40, coffee table \$15. Call: 905-623-3085

2002 Regency Classic wood stove, model F1100 with gold door, black legs & fan, like new \$550. Call: 905-623-1082

1986 GMC van, 305 engine, 4 BBL car & parts, best offer, less than 100,000 km on motor. Call: 905-728-1796

Wood country bench, folk art green & burgundy \$200 paid \$450, brass queen size headboard \$80, LG size wood picture frames, b/o. Call: 905-571-0554

Comfort stepper JHS 1800N, like new \$150, 2002 ski-do 380 Legend Deluxe, 100 km, \$5000 firm. Call: 905-721-8493

1932 Chevy motor repair manual by GM of Canada. Call: 905-623-6859

Boatlift excellent shape. Call: 905-728-8190

1989 Crown Victoria, good reliable car, many new parts, Lindsay area, asking \$800. Call: 705-793-9446

Flat bed trailer 6' x 8', good tires & axles \$200 as is obo. Call: 905-576-6451

4 hp Roper snowblower, 22" swath, \$150, over-drive auto for 1987 Astro mini van \$200, 7' 3 pht blade rear of tractor \$350. Call: 905-983-9204

Dr. Louis Garfinkel B.Sc., D.C.

is pleased to announce the
relocation of his Chiropractic Practice
as of December 1, 2002

MDM Medical Clinic
80 Thickson Road South
Whitby, Ontario L1N 7T2

Phone: 905-430-3295

conveniently located in the A&P Plaza
behind Taco Bell

**Due to space limitations,
not all Oshaworker classified ads
are necessarily published.
We regret any inconvenience this may cause.**

**General Motors
Choir
Celebration**

**Have you been a part of
the General Motors Choir
some time during
the last 40 years?
If so and you are
interested in attending
a social evening on
Friday, January 10, 2003
to reminisce,
please call Ralph Shaw
at 905-725-1969 before
December 20, 2002**

Please Print Your Ad Below:

1. _____ 2. _____ 3. _____ 4. _____ 5. _____
6. _____ 7. _____ 8. _____ 9. _____ 10. _____
11. _____ 12. _____ 13. _____ 14. _____ 15. _____
16. _____ 17. _____ 18. _____ 19. _____ 20. _____

Phone #: _____ Name: _____ Serial #: _____

NOTE: THERE IS A 20 WORD LIMIT (ONLY), NON-BUSINESS AD, ONE AD PER MEMBER

Wedding dress size 10, satin with train, decorated bodice, \$300, engagement ring 1/2 ct, plain wedding band, \$1000, eternity ring \$400. Call: 905-404-1699

Loft bed, desk, shelves, closet under bed, \$175. Call: 905-263-2340

16' x 8' pontoon, on trailer, 25 hp Yamaha, many extras \$6000. Call: 905-579-0332

Stove, electric, white \$175, washer \$225, dryer \$125, written guarantees, girls Supercycle \$45. Call: 905-728-9203

Kenmore dryer, excellent condition \$95. Call: 905-728-4453 between 6 PM & 7 PM

Wakeboard, 97 GTS Sea-do, 3-person, like new, bug deflector for pick-up. Call: 905-623-2328

Piano: Sherlock Manning, 36" square oak coffee table, 6' x 8' earth tone wool area rug, reasonable, excellent condition. Call: 905-725-0235

1963 Ford Thunderbird, many new & spare parts, also rust red couch, wooden legs, brand new, full size unit. Call: 705-799-7641

All swimming pool equipment, fairly new, filter pump, motor, Creeper, the whole thing. Call: 905-579-7413

White stove, 30" Kenmore, self-clean, excellent condition \$350. Call: 905-263-2124

1990 Cavalier wagon, body shot, runs great, rebuilt 3.1 motor, F.I. auto transmission, new tires, \$400 takes it. Call: 905-885-7255

Canaries: male & female, Craftsman 10" radial arm saw, dual voltage \$600 obo, hardly used. Call: 905-728-9181

"Pride" scooter, 4-wheels, headlight, basket, newer battery, 1 1/2 yrs old, great condition, "Legacy" walker, "Guardian" bath seat, both never used. Call: 905-448-0495

Deluxe wheelchair with accessories, Health Bed with special mattress, has massage, double size, electronic Deluxe Hoyer lift, best offers. Call: 905-725-7917

Snowmobiles; 1987 Yamaha Exciter, excellent condition \$2250 obo, 1983 Yamaha SRV 540, mint condition, must see \$2250 obo. Call: 905-728-9554

Driver seat & base for Chevy or GMC G van, 1994 or earlier, burgundy, also 40-gal fish tank with filter, stand & canopy with light, b/o. Call: 905-576-8884



WANTED

HOMES THAT NEED WINDOWS

Homeowners in this general area will be given the opportunity to have "MARK SERIES WINDOWS" installed in their homes at a very reasonable cost. This lifetime product has captured the interest and admiration of homeowners throughout the province who want to know that this will be the last time they will have to worry about their windows. It is an energy saving product that comes with a lifetime warranty and will increase the comfort as well as the value of your home. **We will definitely make it worth your while** if we use your home as a showplace for our windows.

Drive By And See These Homes

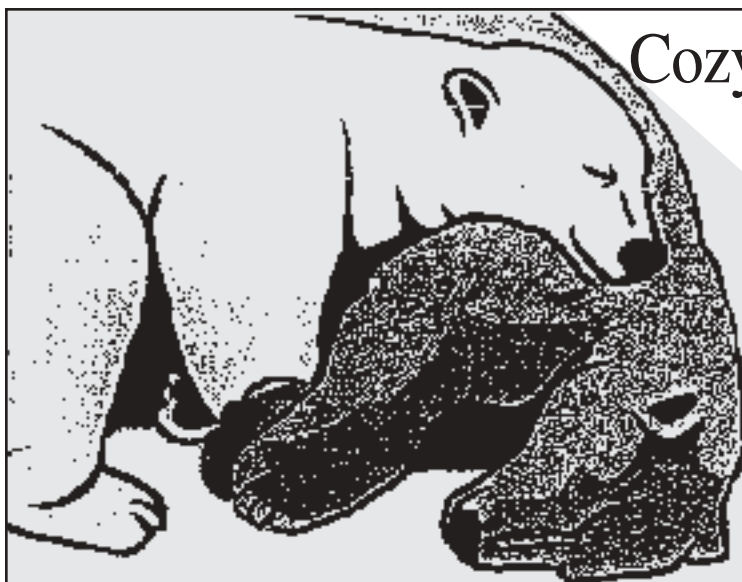
Display Homes Address	City
636 Annadale Street	Oshawa
1069 Willowdale Avenue	Oshawa
117 Springdale Crescent	Oshawa

Special financing packages available on O.A.C.

For an appointment, please call

Ed Pender

1-800-263-2720



Cozy up for a weekend's hibernation!

Can't bear the thought of long cold months ahead? Warm up to a winter break with a romantic interlude featuring in-room Jacuzzis,

Champagne, chocolates, fireplaces and deluxe continental breakfast. Come and relax in affordable luxury. (And let us shovel the snow!)

Come home to Comfort

Come home to Easton's Comfort Inn Properties



Port Hope
Hwy. 401 & 28
905-885-7000
www.comfortinn-ph.com
Fireplaces & Suites

Peterborough
1209 Landsdowne St. W.
705-740-7000
www.comfortinn-ptbo.com
Indoor Pool & Spa



Centre de Ressources Francophone-Durham

Emploi

- aide à la recherche d'emploi
- aide à la rédaction de CV et de lettres de présentation
- accès à des banques d'emploi par l'utilisation libre de l'Internet
- contacts disponibles avec des compagnies recrutant de personnel bilingue

Traduction

- aide à la traduction de CV et de lettres de présentation, ainsi que de documents variés

Ressources

- ordinateurs avec accès à l'Internet et à une imprimante, télécopieur, bibliothèque de livres Français

707 Simcoe St. S., Oshawa L1H 4K5 • 905-436-7353

Réseau des Femmes du Sud de l'Ontario

Le Réseau des Femmes est un programme d'aide et de soutien aux Francophones de la région de Durham. C'est un service aux femmes victimisées par la violence et à leurs familles.

UNION VISITS

For those in
Lakeridge Health
Oshawa only,
anyone wishing
a visit by
the Retirees'
Sick & Visiting
Committee
should call
the Union Hall
at 723-1187.
This applies to
both active and retired
members of Local 222.

THE OSHAWORKER

THE NEWSLETTER OF CANADIAN AUTOWORKERS LOCAL 222

Harley Dyna convertible, 1995, 7500 km, upgraded seat, shocks, exhaust & windshield, mint condition, no test pilots, \$19,000. Call: 905-644-3971

Large box trailer \$700 obo. Call: 905-623-7845

Almond range hood, 3-sp'd fan with 2 lights, 30" wide x 19 1/2" long, like new \$50 obo. Call: 905-576-6767

TV stand 28" high, fits 32" TV \$75, Fisher Price play kitchen with food, Fisher Price picnic table. Call: 905-983-6453

CLASSIFIEDS

Chesterfield & chair, 6 yrs old, grayish blue design, excellent condition, also bed chesterfield & chair, flowered, b/o. Call: 905-576-2963 mornings

Shenandoah wood stove, firebrick lining, heavy gauge steel construction, large access door with ash pan \$150. Call: 905-436-1451

20 pint dehumidifier, excellent condition \$100, water cooler \$80, karate equipment b/o. Call: 905-579-7347

Pheasants, large lots or small, pick-up or possible delivery, truck camper, Brittany Spaniel, reasonable to good home, King pigeons. Call: 905-728-7200

1986 Chevy Monte Carlo, 1 owner, well looked after, also black metal bunk bed frame. Call: 905-697-0729

Elmira Fireview wood stove with glass door, older snow blower 5 hp, solid maple bunk beds excellent condition b/o. Call: 905-725-0246

Moving sale; furniture, nick-knacks, odds & ends, etc. Call: 905-579-7275 more info

Mustang, 2001, excellent condition, V6, 5-sp'd, manual, black, loaded, lady driven, asking \$17,900. Call: 905-986-0556

16" aluminum rims & low profile tires 205 55R16, 5-bolt pattern, great condition \$500 for set of 4. Call: 905-623-5142

57 boxing/wrestling magazines 50-60-70's b/o, marine signal kit \$75, 2 Woods Eiderdown sleeping bags \$125 ea obo. Call: 905-728-4287

2-pr cross country skis with poles & shoes \$30 ea set, shoe sizes 9 & 7 1/2. Exercise bench with weights \$50. Call: 905-687-8831

Hammond double keyboard organ/piano, many instrumentals, excellent condition \$1200 obo, apt size. Call: 905-728-3240

No. 2 Oshawa Pictorial autographed \$125, McCulloch chain saw \$80 obo, Artic snow goose coat 3/4 length new \$200 obo. Call: 905-728-4287

Recliner chair color rose \$650 new selling \$300, 2 yrs, electric Hammond organ & bench \$1000, ladies 18-sp'd bike \$75. Call: 905-576-8957

CAW CO-OPERATING LAWYERS

in

COBOURG and PORT HOPE

Allan McCracken

Cobourg (905) 373-0233

Port Hope (905) 885-2451

CLINIC HEARING AID CENTRE

111 King Street East
Oshawa, ON
(Next to Oshawa Clinic)
905-721-3536

*Complete Hearing Aid Services
Call for an appointment today*

- Complete counselling on hearing instruments
- Assistive listening devices
- All hearing aid makes including the latest technology of digital hearing aids
- Custom protective ear plugs and swim plugs
- 60 day trial period on all hearing aids
- Hearing test arranged with audiologist
- Registered with ADP, Clarica, Liberty Health, WSIB and DVA/Blue Cross

GUS BROWN PONTIAC BUICK LTD.

1201 Dundas St. E, Whitby, Ont.
(905) 668-5846

*"For great friendly Parts & Service and Great Price\$\$
please come see us at Gus Brown Pontiac Buick Ltd!!!*

We have Great Hours!!!

Monday to Thursday 7:30 a.m. to 9:00 p.m.

Friday 7:30 a.m. to 5:00 p.m. - Saturday 9:00 a.m. to 2:00 p.m.

Direct PartsLine 668-8853 or 1-888-599-0791

We Honour Your Discount\$\$

**BRING IN THIS AD
AND YOU WILL RECEIVE
AN ADDITIONAL 5% DISCOUNT
ON PARTS ONLY AT PARTS COUNTER**

WE HAVE NASCAR COLLECTIBLES ON SALE



**Goodwrench
Service**



General Motors

CLASSIFIEDS

1993 Ford Aerostar, green, 166 km, ps/pb, air, auto, tinted windows, seats 7, roof rack, no rust, well maintained, asking \$7200 certified. Call: 905-433-0754

Deep well pump \$35, 4 harrows \$125, straw shredder for small square bales \$450, fertilizer spreader for 3 pt hitch \$400. Call: 905-655-4196

Super sized used women's clothing, 4x/5x/5xx, reasonable prices. Call: 905-579-6439

2 mens car coats, one brown leather size 38, one charcoal virgin wool size 38, new condition, each \$25. Call: 905-725-9277

Truck cap, black & gray, insulated, full back door, fits 8' box, good condition. Call: 905-404-1876

Valley Comfort airtight stove \$75. Call: 905-263-2238

Weider Pro 9635 home gym system, like new, good for many different exercises, asking \$450. Call: 905-372-5582

1988 Cavalier runs as is, meggar tester, mirror 24x80, 110 V motors, new relays, dishwasher parts, Beta VCR tapes, pot light. Call: 905-725-8675

Vermont Casting wood stove excellent condition \$800, firewood dried hardwood delivered. Call: 905-263-2124

2 radiant heat gas heaters, approx 22' long. Call: 705-277-9637

GE clothes dryer \$150, insulated 12" & 8" stove pipes b/o, Beaver 8" table saw \$100, chair lift good condition \$2500. Call: 705-654-5097

Bobble heads, Indian crafts, old View Master & reels, Yamaha organ, pictures, Carnival glass, records, Lord of the Rings mugs. Call: 905-623-2990

1993 Grand AM GT, body & interior in excellent condition, needs new engine, \$750 obo. Call: 905-263-8737

Pictures on wood; Hartland, Longest Covered Bridge, Bath Ghost of Keenan Bridge, also cars & trains. Call: 905-723-0397

Never used air conditioner compressor, type R134A, fits 92 S10 truck, '93-95 full size "K" trucks & some cars, paid \$660 b/o. Call: 705-277-1260

Rockford Fosgate band pass box for 2 12's, gray carpet, plexi glass center, 2-ports on each end, brand new, b/o. Call: 905-259-5055

Brand new Blizzard downhill ski's, 192 cm, \$180, golf travel bag, used once, cost \$100 sell \$45 firm. Call: 905-576-0446

15' aluminum Starcraft, 45 hp, trailer, Minnkota trolling motor, Lawrence fish finder, \$2000 obo, 8 hp lawn tractor \$200, ski-boose \$100. Call: 905-697-8166

Glass top round table with 4-chairs \$250, Sanyo VCR, RCA VCR, \$35 ea, kitchen sink faucet \$15. Call: 905-579-1243

35,000 BTU electric furnace, 5 hp rototiller, 920 red patio bricks, 8 hp riding lawn mower, Lawn Boy self-propelled lawn mower. Call: 705-793-2218

Rowing machine & stepper \$30 ea, bookcase waterbed frame \$40, crib \$40, highchair \$20, booster seat \$20, toddler bed \$25. Call: 905-983-6289

Box trailer 7 1/2 x 4 \$200, airtight stove \$150, multi-colored couch \$250, Chevy truck 1979 front fender left \$40. Call: 905-655-7261

Cement retaining wall blocks, 1' long, approx 200 blocks, \$2 ea, good for house or cottage. Call: 905-725-6819

1999 Dodge Ram 3500, ps/pb, air, cruise, Cummins diesel, 5th Wheel trailer tow pkg. Call: 905-576-1373

2001 Pontiac Sunfire, 2-dr, manual transmission, a/c, CD, remote keyless entry, ps/pb/pdl, \$11,200. Call: 905-655-9265

Little Tykes trailer, Jagger 2-seater 100 lbs, Maytag washer, GE dryer, XL Rubbermaid doghouse, stroller. Call: 905-666-5266

'95 Yamaha V-Max 600, 4500 mi, hand & thumb warmers, custom decals, extra windshield, sliders, ski-skins, belly-pan protector, \$2900. Call: 905-433-0330

1997 Polaris Ultra Touring 700 cc, 1997 Polaris XLT 600 cc, both reverse & electric start, double wide trailer, 250 cc Yamaha Bravo snowmobile. Call: 905-983-9530

Sell Your Collectables Irwin's Collectables

MOVING? NEED SPACE?
Looking for that special something?

Buying & Selling on the Internet

Lots - Singles - Consignments - Music Memorabilia - Toys
Just About Anything

FAST EFFICIENT SERVICE
All Shipping and "Middle Man" Services included

Shawn
905-404-2987 1-800-622-1934

sirwin99@rogers.com
<http://members.rogers.com/irwinscollectables>

FOOT PAIN IS NOT NORMAL!

Orthotics may be the answer to relieving the pain, but can you be sure that you are getting the best devices for your feet, legs and back?



Joseph Schneider, D.Ch., B.A.A.
Former Council Member of
the Ontario College
of Chiropractors,
Author, Lecturer

Orthotics are not regulated by the government! That means anyone can claim to be an expert and provide orthotics.

You can be sure of receiving the best possible product if:

1. The practitioner is licensed.
2. A full biomechanical exam is conducted.
3. Plaster casts of your feet are made.
4. An accredited orthotic laboratory is used.

*Don't pay for a Caddy
and walk out with a Lada!*

For your convenience, our office has
direct billing for Green Shield insurance.
Early morning and late evening hours
are available.

Call today for an appointment.

GLAZIER MEDICAL CENTRE

11 Gibb Street, 905 728-FOOT (3668)

One Source Realty **GMAC**
Real Estate
Most firms independently owned and operated.

1415 Highway 2 Courtice Ontario
905-743-9211

onesourcegmac@rogers.com

"AT FAMILY FIRST Family comes FIRST"

Service You Deserve, People You Trust!!!

- **Competitive Commission Rates \$\$\$\$**
- **Virtual Tours. Regular updates on our marketing.**
- **Free Comparative Market Analysis - No Obligation!**
- **Moving Cost Discounts.**
- **CASH BACK BENEFIT to qualified GM Employees & Family.**
- **In-house Mortgage Broker for quick approvals.**
- **Premier Service at all times.**

www.gmacrealestate.ca

To Make Your Next Move a GREAT MOVE Call Us.



Edward (Ted) McCracken
Associate Broker



Suzanne Retter
Sales Representative



Allan McArthur
Broker

2000 Montana, pewter, 6 cyl, loaded, am/fm/CD, 7-pass, 79,000 km, \$19,900. Call: 905-753-2052

1994 Yamaha Bravo snowmobile, excellent condition \$1400. Call: 905-986-5457

Vertical blinds, dusty rose, 84"H x 80" W \$45, snowboard, size 7 boots & bindings, \$80, various dirt bike gear, teak wall unit. Call: 905-623-6499

Table saw, radial arm saw, hand tools, snow blower, toolbox, riding lawnmower, clocks, watches, antique tools, Chevy van. Call: 905-623-2622

40' tower antenna rotor \$150, 20 band equalizer \$40, VCR's \$25 ea, battery powered childrens jeep \$75. Call: 905-728-9429

MCM 31" goalie pads \$300, Legend skidoo 800 SE, 2000 km, studded, cover, \$9000. Call: 905-697-1474

Industrial sewing machine asking \$160 open to reasonable offers. Call: 905-723-2522

Nascar items, home stereo system, small cabinet, lamp, 3-pc coffee/end tables. Call: 905-432-7835

Corvette bra 84-87 \$75, aluminum screen doors 80x33 1/2 & 80x30 1/2, \$40 ea, Bissell steam cleaner \$100, console 25" TV cabinet \$40. Call: 905-404-0542

Quality gently used childrens toys, Little Tykes work bench, cozy-coupe, easel, FP bike seat, wooden baby sleigh. Call: 905-571-1267

Stihl chainsaw, O34AV, 18" bar, A-1 shape, \$375 obo. Call: 705-454-3225 after 6 PM

1995 Dodge Neon, excellent condition, 1-owner, 93,000 km, excellent gas mileage, \$4200 obo. Call: 905-432-2033 after 5 PM

8' kitchen counter, L-shape, beige marble, includes double sink, taps, drain pipes, hook-up pipes, asking \$100 obo. Call: 905-725-9387

2 snow tires P205/75P15, on wagon rims, Yamaha organ many options. Call: 905-438-1014

1992 Chevy S10 short box, excellent condition, extra parts, perfect project truck, leather chaps 34" waist, leather jacket L \$150. Call: 905-885-0753

Antiques Duncan-Fife table with 5 chairs \$600 redone, oak sideboard \$700, grain scale coffee table \$250, hall stand coat rack \$250, Blazer \$6700 obo. Call: 905-432-7007

14' aluminum Starcraft boat \$700. Call: 905-263-8263

1983 Yamaha ski-do, SS-440, oil injected, studded track, hitch for sleigh, good condition \$900 obo. Call: 905-576-0243

GMC short box liner ext cab \$100, tonneau cover for same. Kimbal Swinger organ with bench \$400. Call: 905-623-7163

Boat trailer, new wheel covers, wiring, tongue, can be converted to flatbed, strong truck axle suspension, \$350. Call: 905-686-7269

Estate 2.15 acres residential subdivision lot, ready to build, lot levies, gas, frontage 180', southern exposure, great location & view, \$79,900. Call: 905-377-0250

HD tandem axle trailer, hydraulic surge brakes, tongue jack, 65" x 120" x 22" box, can take over 8000 lbs, fair condition \$900. Call: 905-985-3206

1993 Pontiac Transport 3800, 4-spd, cruise, pl/pw, rear air, shocks, no rust, asking \$4000. Call: 705-448-3264

1993 dirt bike, RT100, good condition, owner outgrew, \$1100, 1997 Z50 like new \$1000. Call: 905-432-7080

1998 Cavalier station wagon, 226,000 km, as is \$1000 obo, Intellivision 2-game system & games, ping-pong table. Call: 905-728-9860

Pewter items: 3 different styled tankards, glass bottoms 1 with lid, also pewter hip flask fly fisherman motif \$35 ea. Call: 905-433-4781

1994 GMC Rally van, wheelchair accessible, raised roof, hydraulic lift, HD towing pkg, 92,000 km, certified, E-tested, excellent condition \$17,400. Call: 905-723-7763

BRUCE H. COLEMAN Barrister & Solicitor

CAW Co-Operating Lawyer

50 WALTON STREET
PORT HOPE
ONTARIO
L1A 1N1

TELEPHONE
BUSINESS (905) 885-8146
FAX (905) 885-7471
RESIDENCE (905) 885-9296

• NEW • USED • CONSIGNMENT



Scooters



Lift Chairs



Walkers

• SALES • SERVICE • RENTALS

- Scooters • Lift Chairs • Aquatec Bath Lifts
- Wheelchairs • Walkers • Porch/Stairlifts
- Wheelchair Lifts • Home/Hospital Beds
- Bathroom Aids • Aids for Daily Living

Registered Vendor:
ADP, WCB, VAC and Green Shield

MEDICHAIR

110 Dunlop Street E., Whitby, ON, L1N 6J8
Ph. (905) 666-5001, Toll-Free 1-800-465-5028

BEETHOVEN'S HEARING AID CENTRE

Service Beyond Compare

143 King Street East,
Bowmanville, Ontario L1C 1N6
Phone: (905) 623-6500

Formerly
Bowmanville Hearing Centre

Complete Hearing Aid Service

Certified Audiologist	Refreshments While You Wait
Micro Canal Hearing Aids	Noise Attenuators
Earmolds	Cleaning and Servicing
Musician Plugs	Digital Hearing Aids
Swimming Plugs	FM Audio Systems

W.S.I.B., A.D.P., D.V.A.
Blue Cross, Green Shield, Clarica

CLASSIFIEDS

Computer; complete system, includes monitor, printer, speakers, great starter system, total system \$150 firm. Call: 905-576-2142

Pontoon boat, 1999, 60 hp Johnson, 4-casting seats, live well, great condition \$13,000 obo. Call: 905-728-0320

Snowblower for John Deere lawn tractor, 32", \$100. Call: 705-944-1123

Woodstove insert, cast iron, Lakewood, \$350 obo, must see. Call: 905-438-8956

Manufactured home in lovely gated community, 2-bedrooms, 2-bath, between Orlando & Tampa, lots of activity, fully furnished. Call: 705-786-1291

Solid Oak dining room suite, rectangle table, 6 chairs, buffet, hutch, medium honey color, \$2800. Call: 905-438-8938

JVC TH-A10 home theatre system, top of the line, 2 yrs old, must see & hear, \$1800. Call: 905-373-7042

Tires; Michelin Arctic Alpines 205/75-15, used 1 season, good for small pick-up, \$90 set. Call: 905-349-3102

Crossover pipe like new, 88-91 Jimmy, 4.3L, 2-wheel drive, complete propane system like new, carbureted cars & trucks. Call: 905-725-7249

Assorted auto transmission, FWD/RWD engine for GM 3.8L, 2.2L, 305, assorted 4-barrel carburetors, alternators, starters & many more parts. Call: 905-571-4471

LG glider rocker Lazy Boy, maroon color, \$150, like new baby sets, all colors, \$15 ea. Call: 905-725-9390

4 Bridgestone Blizzak snow tires, 205-60R15 on steel rims, almost new, \$500. Call: 905-885-9219

1994 Chevy 1/2 ton, 350, auto, new brakes, rebuilt starter & carb, fiberglass cap, body fair, good runner, \$750. Call: 905-438-0316

1990 Lumina, 158,000 km, blue, auto, tilt steering, cruise, power features, needs blinker & work on emergency brake, runs great, \$2800 as is. Call: 905-987-5687

Antique gate leg solid maple table, 12" x 35" closed, 35" x 54" open, "Toastess" turn-over toaster, portable typewriter "Underwood" \$15, both like new. Call: 905-728-1528

Reese hitch for van, pulls ski-dos, trailer ball 1 7/8", \$75, HD hitch used twice \$100. Call: 613-637-2836



BOND OPTICAL

COMPARE BEFORE YOU BUY

- VISION PLANS ACCEPTED
- EYE EXAMINATIONS ARRANGED
- SENIORS DISCOUNT

Reader's Choice






905 579-6411

375 Bond St. W. Oshawa (Between Park & Stevenson)

Etonic Shoe
Model 400
Reg. \$169.⁹⁹
NOW
\$109.⁹⁹

Dynamics of Golf

Callaway • Taylor Made • Titleist • Armour
Cleveland • Ping • Goliath • Wilson • Hogan • Spalding

Free Custom Fitting On All Sets
Gift Certificates Available

Spalding
CART BAG
Reg. \$129.⁹⁹
NOW
\$89.⁹⁹

Men's Shirts
Reg. \$89.99 – \$99.⁹⁹
Now
\$49.⁹⁹ ea.
2 for \$80.⁰⁰
3 for \$100.⁰⁰

COUPON

20% OFF

ANY REGULAR-PRICED SHOE

expires December 31, 2002

COUPON

20% OFF

ANY REGULAR-PRICED BAG

expires December 31, 2002

COUPON

CAW Members

We Pay THE GST

Show Us Your Card

expires December 31, 2002

Register Now For Winter Golf Clinics

1916 Dundas Street East, Whitby, Ontario L1N 2L6

(905) 723-4653

CLASSIFIEDS

1997 Cavalier, 65,000 km, \$7000 certified, assorted sports cards, inserts, brown apt size fridge & stove \$150 pr. Call: 905-436-9950

Fiberglass gas stove, Insta-flame, 30,000 BTU, perfect condition, paid \$3000, 7 yrs old, asking \$800. Call: 905-725-6121

Snowboard boots, Nitro, mens size 10, have outgrown, \$50. Call: 905-986-0913

Drums; 11-pc MTX asking \$600. Call: 905-263-4988

3x4 double wall insulated doghouse, good shape, large manual regenerate water system. Call: 905-985-0601

Beautiful 7' Norman Fir Christmas tree, brand new, never used, paid over \$300 asking \$100 obo. Call: 905-436-2963

1989 Fox Volkswagen, runs well, 220,000 km, \$1200 obo, 2 living room teak tables, good condition. Call: 905-576-8126 or 905-576-0017

Hoover vacuum cleaner \$15, Karcher pressure washer, 5 hp, new hose, \$400, rocking chair, good shape \$40, Goodyear tires P185/75R14 \$20 ea. Call: 905-728-9834

Custom-made floral chesterfield \$150, walnut oval coffee table \$100, 2 matching hexagon end tables \$60 ea. Call: 905-728-7810

GE quiet Power Plus dishwasher, multi-function with delay option \$75, GE Medallion Rapid Clean II stove, almond color, \$75. Call: 905-433-2933

Aluminum front window 8'x4', good condition, brown, bottom sliders with screens, all inside trimming & outside shutters. Call: 905-728-6165

Jukebox Rock-Ola, oak dining room table with 4 chairs, chairs need new pads, 18 cu ft refrigerator \$350. Call: 905-728-9633

1987 Prowler 24P, excellent condition, everything works, new tires, brakes, tank, battery, etc, just hook-up & use, \$7600. Call: 905-433-2933

Class 3 hitch for GMC pick-up ext, 7 wire harness, \$100 obo. Call: 705-799-6148

JD 300 garden tractor, hydrostatic 48" snow blower, steel cab, chains, hydraulic lift, older but excellent condition, no mower, \$2650 obo. Call: 705-745-2721

1993 Dodge Caravan, green w/gold alloys & running boards, loaded, 4 captains chairs, runs great, many new parts, clean, \$3500. Call: 905-697-8072

Computer with monitor & printer, used 2 yrs, excellent condition \$750 obo. Call: 905-668-3977

Portable basketball net \$40, pogo stick \$20, scooter \$30, organ \$20, Cinderella castle \$20, skis 190'2 bindings & boots. Call: 905-433-4605

APPLIANCE REPAIR & INSTALLATION

PROVINCIALY CERTIFIED TECHNICIAN
LICENCED GAS APPLIANCE TECHNICIAN



10% OFF SERVICE CALL WITH THIS AD

Family Support Committee

Information, Resources, Education

Confidentiality Assured

Ron Davey
Chairperson

Gregg Valentine
Recording Secretary

Pat McWade
Treasurer

You can leave a message for us through the Union Counsellors' offices at **644-4282** or **644-4283**

Clinic Eyewear



Lorne Sellick
Optician

- Glasses fully covered by your plan
- Same day or next day service
- Prescription Safety Glass - no charge to you
- Eye examinations in the same building

ONTARIO FEDERATION
OF ANGLERS &
HUNTERS



438-1688

Located inside the Oshawa Clinic
117 King Street, East, Oshawa, Ontario L1H 1B9



ARE YOUR LEGS TIRED AND ACHING?

Give them some support!

At Shoppers Home Health Care we carry a large range of medical compression stockings available in many styles and fashion colours

Join Us for Our
Healthy Leg Day
December 19, 10am-3pm

Appointments would be appreciated.

Kendalwood Plaza
1801 Dundas Street East, Whitby
905-579-5300

ADP/WCB/Greenshield/Liberty Health Vendor

Box trailer 4x6 w/cover, jack stands 3000 lb capacity, GM Tracker grill cover winter & summer, white wicker chair, towel stand. Call: 905-725-8343

2-pc orange Tigger snowsuit size 5 \$20, 2-pc black snowsuit size 3X \$15, boys bomber jacket gray/red size 8 \$12, boys snow boots size 1 \$8. Call: 905-576-9162

Like new 3-pc sofa set; loveseat, chair & sofa \$700. Call: 905-697-1499

2002 Montana, 15,200 km, \$21,500, fireplace glass door, fireplace chimney damper, bbq w/2 burners & tank, shelving glass, coated mesh fence. Call: 905-723-3197

1996 Astro ext van, loaded, 123,000 km, seats 8, new tires, remote, green, E-tested, certified, excellent condition \$7500. Call: 905-576-2227

1991 4x4 Chevy pick-up, 305, V8, long box, new brakes, rebuilt engine, \$6000. Call: 905-725-3640

5 hp, 20" Master Craft snow blower, runs excellent \$300 obo. Call: 905-352-3952

Piano, ping-pong table, x-country skis, aquariums, patio door, white storm door, jet pump, furnace fan & motor, drywall jack. Call: 905-579-0731

Firewood; small pile, apple tree wood, etc, dry, \$30, electric portable typewriter w/case, hardly used \$65. Call: 905-571-2027

Kenmore washer & dryer in good working order. Call: 905-728-2768 after 6 PM

Cocktail set, chromed mixer, 6 stemware glasses, tray, Christmas tree, oil paintings, platinum finished glasses; liqueur, cognac, wine, champagne, juice. Call: 905-728-2764

Royal Doulton figurines, Beswick animals, Royal Doulton dish set, pair of Moorcroft lamps, seniors walker. Call: 905-723-8220

Computer; Pentium 2, 350 MHZ, 64mb ram, CD, floppy, 15" SVGA monitor \$325, pool table 9', leather pockets, 1" slate, \$2000. Call: 905-439-4789

Custom made natural pine entertainment wall unit \$700, new jolly jumper with stand \$40. Call: 905-697-0767

Ladies fox fur coat, full length, size 12, worn once \$450, also older collectable Calico kittens figurines by Enesco \$5 ea. Call: 905-723-7229

Pool table light fixture, 3-lamp, as new \$75. Call: 905-668-5970

PROBLEMS?

**Alcohol
and/or Drugs -
CAW-GM
Substance Abuse
Program**

*For Help,
Information, Etc.
Confidential CAW Reps*

**Larry Kirtley
Truck Plant
& Battery Plant
In-Plant 905-644-5967**

**Pager: 1-800-361-6793
PIN 5967**

Res: 905-579-3445

Medical Centre: 905-644-7080

**Ron Gibson
Car Body/Hardware
& South Stamping**

In Plant: 905-644-3724

**Pager: 1-800-361-6793
PIN 3724**

Res: 905-623-0266

Medical Centre: 905-644-6093

**Don Whalen
Car Chassis/Paint
& Tri-Link**

In Plant: 905-644-3723

**Pager: 1-800-361-6793
PIN 3723**

Res: 905-728-1179

Medical Centre: 905-644-6093

**Rick Mitchell
ACSYS Technologies**

In-Plant: 905-433-3356

Pager: 905-439-3356

Medical Centre: 905-433-3002

Have You HEARD?



JACK VLAD
M.A., Reg. CASLPO
Audiologist

AN AGE-OLD PROBLEM

Prior to the dawn of the industrial age, hearing loss was viewed largely as an age-related condition. Presbycusis, as it is known, is not only caused by physiological aging, but it is also the result of accumulated stresses caused by noise. Consider the fact that, among some African tribes, the elders have nearly perfect hearing, owing to the fact that they are subjected to very little other than natural sounds. Standing in stark contrast to this quiet environment are our children, whose ears are assaulted by various forms of audio equipment. As a result, they may well experience hearing loss that was once only associated with older individuals. With this in mind, parents should have their children's hearing evaluated regularly.

You don't have to be a techno-wizard to understand that today's innovative hearing instruments are more capable than ever of enhancing the ability to hear sounds that once were inaccessible to the hearing impaired. Is your hearing not quite what it once was? Do you have a family member who is retreating into loneliness because of loss of hearing acuity? Please call us at the clinic most convenient to you for an appointment for a comprehensive hearing test. Our testing equipment is state-of-the-art, and our services friendly and thorough.

**PATIENTS CAN BOOK AN APPOINTMENT BY
PHONING ONE OF THE FOLLOWING
OFFICES.**

OSHAWA
142 Simcoe St. N.
(905) 579-2251

WHITBY
220 Dundas St. W.
Suite 301
(905) 428-7555

TORONTO
(East York)
821 Coxwell Ave.
(416) 465-4897

PETERBOROUGH
304 Bellevue St.
(705) 749-9180

AJAX
95 Bayly St. W.,
Suite #200
(905) 686-3900

MARKHAM
(Ashgrove Medical Centre)
6633 Hwy #7 E, Suite #107
(905) 471-4479

BAXTER'S
HAIR REPLACEMENT

WIGS

- Large In-Stock Selection of Ladies Wigs
- Private Rooms
- Green Shield coverages & other carriers

We Specialize in Chemotherapy & Alopecia

905-725-1652

260 King St. E, Oshawa Toll Free 1-866-841-9550 www.baxterswigs.com

CLASSIFIEDS

Olds 1989 Cutlass Cruiser SL wagon, new tires, good condition, asking \$2000 obo. Call: 905-263-2709

1997 Polaris Ultra SPX, triple pipe studs, hand & thumb warmers, good shape, very reliable, fast, aggressive style hood, double headlight, \$3900. Call: 905-743-9409

New Sony 36" Trinitron Wega TV, DVD, home theater, 450 W, \$2500 obo, tonneau cover new style Sonoma step-side. Call: 905-576-9750

Curio cabinet with 4 glass shelves, 32" x 15" x 69", \$150. Call: 905-728-3133

Dining room hutch \$150, Czech fine china, 16-pc setting plus cream, sugar, veg bowls, & platter \$350, reloading supplies, brass. Call: 905-723-1340

Large play kitchen set \$30, swing set \$30, Little Tykes table \$15, art & Lego stand \$15, icebox w/2 burner stove \$50. Call: 905-986-4389

Mens Bauer Custom Supreme 4000, size 11, b/o, 2 silver/gray 14' x 16' 5-star aluminum rims from '98 VW Jetta, good condition, b/o. Call: 905-259-5055

Craftsman 10" radial arm saw, cast iron arm & column, excellent saw \$450, snowboard boots, 2-pr, size 9, \$15 & \$25, Static bindings \$30. Call: 905-430-0338

Antique hand carved piano \$1200, 4x6 box trailer \$200, snow blower 2-stage \$350, chesterfield & matching swivel rocking chair \$150. Call: 905-686-5517

1986 Chevette, 4-dr, auto, 1987 Acadian motor, auto transmission, radiator, alternator, low mileage on both \$200 ea. Call: 905-263-8080

Fiberglass tonneau cover for GMC short box \$500, new Mac furnace wood & electric \$300. Call: 905-697-0813

Skis; Elan 150 & 160, apt size washer \$100. Call: 905-723-1708

Bug deflector, fits 2002 Trail Blazer \$35. Call: 905-436-1896

1989 Mustang parts, 5.0L, H.O. engine \$275, 8.8 Posi rear end \$175, T5 transmission \$275, steering column \$40, quarter glass, etc. Call: 905-436-6620

1989 Sunbird runs good \$600 as is, Bauer Vapor hockey skates size 3 1/2 \$50, Mission Amp 8 hockey skates size 6 \$70. Call: 905-723-1873

Nintendo 64 with 6 games, memory card, 4 controllers, \$240, Pioneer PL520 turntable \$100, Norman Rockwell collector plates & more. Call: 905-725-4058

1987 Grand AM LE, 2-dr, black, loaded, 147,000 original km, 3L, V6, exceptional condition, over \$4000 invested, asking \$2500 certified & E-tested. Call: 905-432-0033

High chair Graco Easy Chair \$25, childs adjustable booster chair with tray, folds up for storage \$25. Call: 905-728-6149

4 Uniroyal ice & snow tires on GM rims, fits Astro/Safari, P215/75R15", \$350 set or \$175 pr. Call: 905-435-0183

Pair living room lamps \$45, small spare tire rim never used \$10, 225/70/R15 excellent spare \$10, tire/rim 5-holes. Call: 905-579-8948

Porcelain dolls, snow blower, lawnmower, 48" bed, dresser, nightstand, mattress & box spring, playpen, high chair, car seat, all like new. Call: 905-579-5798

Parts for '88 Olds Calais, rear bumper for GM pick-up, set tires P205-65-R15, VW golf 1986 motor & rotors plus axles. Call: 905-725-6072

Under ground wire dog fencing \$120 with collar, LG wire bird cage 24x30 with stand \$50, antique tin tub. Call: 905-436-3330

Bonair hardtop tent trailer, 12' opens to 20', propane fridge, stove, surge brakes, fixer upper, ladies x-country skis, violin & case. Call: 905-721-2118

2001 Ski-do Formula Deluxe, reverse, electric start, Polaris 600 Classic, high windshield, asking \$6900 each, must sell. Call: 905-983-9204

Burton custom snowboard, 169 cm, 2 yrs old, \$200. Call: 905-697-8423

1985 Road Trek camper, dual fuel, 149 km, auto, \$10,500, 1989 Champion 19' boat cuddy trailer, 140 hp, like new. Call: 905-728-2586

CROWN MAINTENANCE INC.

OUTDOOR POWER EQUIPMENT • SALES & SERVICE

Factory Authorized Service Centre



Parts, Sales and Service To All Makes

1250 Terwilliger Ave., #7, Oshawa Ont L1G 7A6 (905) 728-8247



GENERAL BEARING SERVICE

10 Sunray St., Unit #16

Whitby, ON

Tel. (905) 668-9400 or 1-888-827-5882

Fax (905) 668-6310

Bearings, Belts, Chains, Sprockets,

Greases, Casters & More!

For all Types And Makes

(Industrial & Public sales)



100% Canadian
Owned & Operated



FIND THE CONFIDENCE TO BE YOURSELF.

FACT IS,

Breast prostheses and medical bras
are covered by your Green Shield
extended health coverage.



Durham Medical

The Caring Professionals

92 Simcoe St. N., Oshawa, Ontario, L1G 4S2

728-1112

1987 Ski-doo Formula MX-LT 462cc liquid cooled, good shape plus trailer, \$1400 obo. Call: 705-324-1883

Pereyma School clothes, green leather recliner \$450, 5pc Breakfast Nook \$230, country corner cabinet \$90, Queen Bedcouch \$30, Stained glass, curio-cabinet. Call 905-723-1683.

OSHAWORKER
Deadline
for the
January 2003
issue is
Friday,
December 6
at 4:00 p.m.



Record collection for sale. 150+ albums. \$1 each or \$75 for all. Call 905-436-1583.

WANTED

Split box spring queen size. Call: 905-697-0813

13 ft Boler trailer reasonably priced. Call: 905-579-2625

Older used fiddle suitable for parts. Call: 905-728-6452

Dark wooden dresser in excellent condition, either cherry wood or mahogany stained. Call: 905-723-5460

Snowmobiles, dirt bikes, ATVs, motorcycles, air compressors, air tools, snow blowers, chainsaws. Call: 905-571-6051

Plastic skis to fit Polaris snowmobile, covered snowmobile trailer, 2000-2003 Polaris snowmobile, Game Cube games, LG shed. Call: 905-983-9530

Outboard motor in good condition, 20 yr old or less, short shaft, 30 hp approx. Call: 905-986-1426

Double bag grass catcher to fit 212 John Deere tractor with 46" deck or HD lawn sweep. Call: 905-985-0601

LG travel or park model trailer, 35-40', 2-bedroom, sleep 7-9, preferably with tip-out & fixed dinette. Call: 905-433-2933

Looking for someone to teach my wife & I computer basics at our home. Call: 905-697-1676

Fishing lures/reels/rods, wicker creels, trout flies, filleting knives, tackle boxes, fishing books, fishing related I'm interested. Call: 905-697-2304

Indoor bicycle fitness trainer. Call: 705-778-2774 after 6 PM

Gibson Fender or Martin guitar & amp. Call: 905-576-0060

Martin acoustic guitar & 220 V arc welder. Call: 905-665-1075

Toy cars, truck & motorcycles, dated pre-1978. Call: 905-263-2661 evenings

Season's Greetings From
BILL SHACKLETON
LATIFA NEZIREVIC

Full Time Sales Representatives



Past Employee of GM

Call us
for all your
Real Estate Needs

RE/MAX

905-728-1600
1-888-732-1600

SPIRIT INC. bshackleton@trebnet.com
21 Drew Street, Oshawa L1H 4Z8



Not intended to solicit properties currently listed for sale. Each RE/MAX office is independently owned and operated.

PROUD TO SERVE
GM EMPLOYEES
& THEIR FAMILIES



*Talk to us for Special GM
Employee Discounts!*

TOP TRADE-IN ALLOWANCE

725-6501



140 Bond St. W.
www.ontariomotorsales.com

Bell Mobility

CAW MEMBERS PLAN CAW TCA CANADA

Corporate Plan

\$22.50/month includes:

- ✓ 200 anytime local minutes
- ✓ \$0.20/min. local calling thereafter
- ✓ Message Centre or Call Display*
- ✓ FREE Detailed billing
- ✓ FREE Call Waiting, Call Forwarding & Conference Calling
- ✓ No Activation Fee (\$35 savings)
- ✓ No System Access Fee (\$70 savings)
- ✓ \$10/minute long distance in Canada

BONUS
Receive a Free Car Charger
and Leather Case With New
Activation

FREE Evenings & Weekends!!
(Free evenings & weekends for 12 months based on a 24 month term)
*Network Network. Contact the activation center for details.
**Some restrictions apply. See activation terms & conditions on file.

To Order Contact
Brenda Core
586 King St. East Oshawa
905-708-8400 or 432-0388
b.core@norcomtel.com

6:00 pm - 7:00 pm

Bell Mobility

Available at Bell Mobility locations and to new activation only. Credit Card required. Offer available while supplies last. Two SIM phones allowed per employee. Personal use only. Offer available December 31, 2002. BELL CANADA-10. Most have current SIM. For details call 905-708-8400.

Become a Member! Be a Winner!

Now is the time to seriously consider joining our credit union. Membership is open to all residents of Durham Region and, as a member, you own the credit union and share in its success. We are a full-service credit union, and since 1938, we have been proudly serving this community, helping our members and their families with their important financial milestones.

From RRSPs, term deposits and on-line brokerage to mortgages, personal loans and lines of credit, we offer all the financial products and services that you will likely ever need – at *very* attractive rates. For confidential, professional advice about your short – or long term investments, you can talk to our in-house Certified Financial Planners. Take care of your business when and where you want. You are always welcome to see us at our full-service locations, use our handy ATM sites or we can also be as close as your telephone or computer.

When you need to get in touch with a financial institution, make Auto Workers Community Credit Union your first choice.



Auto Workers Community Credit Union

For more information call **905-728-5187**, toll free **1-800-268-8771**

visit us at **www.awccu.com** or come into your nearest branch,

Oshawa: 322 King St. W. L1J 2J9 **Bowmanville:** 133 King St. E. L1C 1N6

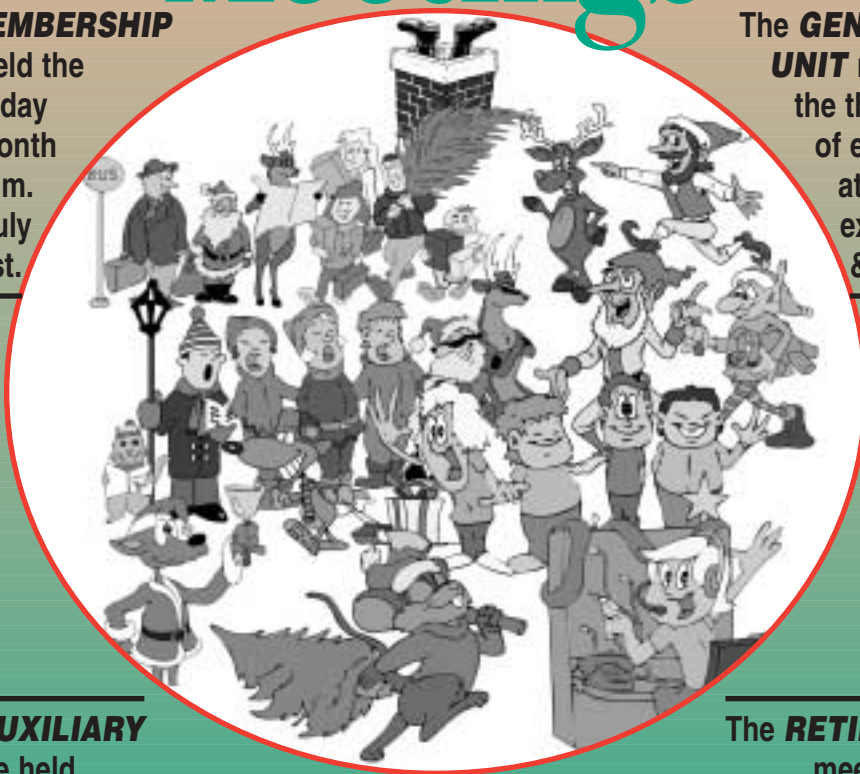
CAW TCA LOCAL 222 Meetings

The **GENERAL MEMBERSHIP**

meeting is held the
first Thursday
of every month
at 4:00 p.m.
except July
& August.

The **GENERAL MOTORS**

UNIT meeting is held
the third Thursday
of every month
at 3:00 p.m.
except July
& August.



CAW FAMILY AUXILIARY

meetings are held
the first & third Tuesday
of every month
at 8:00 p.m.
except July
& August.

The **OSHAWA AREA SKILLED TRADES**

COUNCIL meeting is held
the fourth Thursday
of every month at 4:00 p.m.
except June, July, August and December.

The **RETIREEES' CHAPTER**

meeting is held
the first Monday
of every month
at 1:00 p.m.
except July
& August.

**ALL MEETINGS ARE HELD
AT THE CAW LOCAL 222 HALL
1425 PHILLIP MURRAY AVE.**